



JOB DESCRIPTION

Position Title: Cook

☐ Exempt

Reports To: Chef

☒ Non-Exempt

HR Review: _____

Date: _____

Employee Review: _____

Date: _____

PRIMARY PURPOSE

To prepare and cook meal items and coordinate activities in the kitchen to ensure the highest quality of food and customer service to diners.

ESSENTIAL RESPONSIBILITIES AND RESULTS

- Prepare, season, and cook entrees, soups, vegetables and meats according to established recipes.
- Prepare and season cold salads, dressing, desserts, and breakfast items.
- Measure and mix ingredients according to recipes.
- Bake, roast, broil and steam meats, fish, vegetables, and other foods.
- Monitor and adjust thermostat controls to regulate temperature of ovens, broilers, grills, and roasters and steam kettles.
- Observe and test food being cooked.
- Carve meats, portion food on serving plates, add gravies and sauces, and garnish to complete orders.
- Participate in preparation and serving of food for special events and banquets.
- Check safety of kitchen equipment.
- Assist with receiving and checking inventory of supplies.
- Maintain standards of cleanliness in line area.
- Supervise cleaning of kitchen equipment and utensils.
- Assist in kitchen clean up according to departmental procedures.
- Assist Chef and Sous Chefs.
- Attend monthly kitchen safety meetings.
- Perform other related duties as requested by supervisor.

AMOUNT OF SUPERVISION RECEIVED

This position receives occasional to frequent supervision and instructions from Sous Chef or Chef and Food and Beverage Manager or Assistant Manager. This position has no decision-making authority or authority over others.

INTERACTION WITH OTHERS

This position interacts daily and constantly with kitchen staff and food and beverage staff. This position interacts frequently with kitchen staff personnel and food suppliers.

SUPERVISORY RESPONSIBILITIES

This position supervises non-exempt dishwashers in the performance of their duties only. This position does not have the authority to take personnel actions.

PHYSICAL DEMANDS

This position requires constant standing, walking, talking, hearing, bending, twisting and use of hands and fingers. This position requires occasional climbing, balancing, stooping, kneeling, crouching and reaching with hands and arms. Incumbent must occasionally be able to lift up to 50 pounds. Must be able to use all kitchen equipment including knives, slicers, mixers, blenders, tenderizers, and oven, broiler, grills roasters and steam kettles. Good close, color and peripheral vision and ability to adjust focus are required.

WORK ENVIRONMENT

This position work primarily indoors and is frequently exposed to hot, humid non-weather conditions in kitchen. This position constantly works near moving mechanical parts, extremely hot equipment and foods and is exposed to fire. This position is frequently exposed to sharp kitchen instruments and occasionally is exposed to risk of electrical shock. A moderate to loud noise level is typical for the work environment of this job.

USE OF DISCRETION AND INDEPENDENT JUDGMENT

This position is responsible for using sound judgment in the case of emergency or non-emergency issues while manager is absent. Discretion to be used daily.

EFFECT OF POSITION ON ORGANIZATION OR ON ORGANIZATION'S CUSTOMERS/CLIENTS

This position represents the company on a daily basis and must portray a professional appearance and demeanor.

QUALIFICATIONS REQUIRED

- Education: Requires a minimum of a high school diploma or equivalent.
- Experience: Requires a minimum of 2 years of previous cooking experience in restaurant setting. Ability to use common kitchen instruments and equipment required.
- Communication skills: Good oral and written communication skills are required. Ability to follow recipes. Ability to understand verbal and written instruction sin English.
- Mathematical skills: Sufficient math skills to make food preparation measurements.
- Computer skills: None required.
- Reasoning ability and other skills. Good time management and organizational skills required. Knowledge of sanitation and safety required. Requires flexibility for scheduling purposes.
- Certificates, licenses: Requires food handler's certification.

Distribution Upon Completion
Original: Human Resources
Copy: Manager
Copy: Employee