

Back of House (BOH) - Job Description

Back of House team members support all kitchen operations by preparing food, maintaining cleanliness, following food-safety standards, and assisting with smooth, efficient service. This role requires strong attention to detail, consistent execution, and the ability to work in a fast-paced environment.

Core Competencies

Clean, organized work habits. Sense of urgency. Attention to detail. Team-oriented mindset. Consistency under pressure. Good communication. Accountability and reliability.

Key Responsibilities

Food Preparation & Production

Prep ingredients including washing, chopping, portioning, labeling, and storing. Follow standardized recipes, portioning, and production methods accurately. Assist with batch cooking, line cooking, or station setup as needed. Maintain proper handling and storage of raw proteins, produce, and allergens. Rotate products using FIFO and keep all items labeled and dated correctly.

Line & Service Support

Set up and stock stations with clean pans, tools, and ingredients. Cook or assemble menu items to specification during service (if assigned). Restock products and maintain organization to support smooth ticket flow. Communicate clearly with FOH and fellow BOH during busy periods. Assist expo, dish, or other stations when required.

Cleaning & Sanitation

Maintain a clean, organized, and sanitized workspace at all times. Clean and sanitize equipment, surfaces, utensils, and tools throughout the shift. Support dishwashing duties when needed, including operation of dish machine. Follow all ServSafe, HACCP, and local health-department guidelines. Properly store chemicals and follow safety procedures when cleaning.

Equipment Use & Maintenance

Safely operate knives, ovens, fryers, mixers, slicers, and other kitchen equipment. Report malfunctioning equipment to Chef or management immediately. Keep tools clean, sanitized, and stored properly.

End-of-Shift Duties

Break down and clean stations thoroughly. Label, date, and store remaining ingredients properly. Take out trash, recycling, and waste as directed. Complete closing checklists/support team with full kitchen cleanup.

Physical Requirements

Must be able to lift and move heavy items, including cases of food, bags of ingredients, and equipment (up to 160 lbs with assistance; routinely 40-60 lbs). Ability to stand, walk, bend, and move continuously for 8-12 hour shifts. Must be comfortable working in a hot, fast-paced kitchen environment. Ability to navigate tight or crowded spaces safely. Repetitive motions include chopping, stirring, lifting, and carrying.

Qualifications

Prior kitchen experience preferred but not required (varies by role). Ability to follow directions, recipes, and prep lists accurately. Strong knife skills or willingness to learn. Reliability, punctuality, and a strong work ethic. Ability to work nights, weekends, and holidays.