

JOB DESCRIPTION – LEAD LINE COOK

About Guardian Brewing Company

Guardian Brewing Company creates a welcoming environment where experiences are created by blending quality craft beer, local cider and wine, and freshly made food pairings within a unique, barn-styled brewpub.



About the Position

This position would be filled to support the Head Chef in staff managerial duties and creative development of menu items that match the goals of Guardian Brewing Company. The 22-tap taproom and restaurant will provide 20 Guardian-brewed beers and two taps for guest cider options. While our longer-term plans include a full kitchen, we will initially have a limited menu from our auxiliary kitchen in the meantime. The approximately 2,000 sq. ft. taproom will be open year-round and will include an additional 3,500 sq. ft. of outside patio seating and lawn area that will be used when appropriate. Guardian will have a year-round restaurant with an eclectic menu focusing on local and seasonal ingredients. Depending on the day of the week and time of year, we will serve breakfast, brunch, lunch, snacks, and dinner.

At Guardian Brewing Company, we believe that the restaurant will play a key part in bringing the community together by offering fantastic food options, great craft beer, educational programming, and recreational activities. The Lead Line Cook assists the Head Chef to ensure a smooth operation of the kitchen by making sure that the beer and food are of the utmost quality, the kitchen is clean, organized, appropriately staffed, and ensures cooks have everything they need to complete their tasks efficiently and with success. The Lead Line Cook also assists the Head Chef in ensuring that customer and staff needs are addressed quickly, and customers have a positive culinary experience during their visit.

Position Summary

The Lead Line Cook is responsible for aiding in the organization, coordination and supervision of the preparation of hot and cold food production, maintenance of quality and/or portion control, and the maintenance of sanitation and safety standards. Under the supervision of the Head Chef, the Lead Line Cook acts as a working supervisor-in-training, coordinating and evaluating the work of the lower level kitchen staff and participates in recipe and product development.

Enhanced Customer Experience

- Maintain a welcoming, educational, exciting, and inviting culinary experience

Experience/Skills

- Knowledge of food quality, nutrition, and sustainable practices
- Knowledge of beer, the brewing process and/or the brewing industry very beneficial
- Excellent verbal communication and customer service skills
- Strong vocal leadership and team building skills
- Punctual, organized, and trustworthy
- Able to work under pressure while maintaining high standards

- Clean criminal record
- Ability to handle purchasing, inventory controls, marketing, and budgetary controls
- Experience managing employee schedules
- Microsoft Office skills and analysis of POS reports

Required Qualifications

- Must be 21 years or older
- Strong verbal and written communication skills
- Strong multitasking skills
- Strong customer service and management skills
- Team player with strong leadership skills
- Able to work a minimum of 40 hours per week
- Knowledge and experience with Restaurant POS & credit card and cash handling
- Progressive senior kitchen management experience
- Ability to maintain high levels of food quality, consistency, and hygiene
- Outstanding leadership, communication, and organizational skills
- Hands-on with hiring, training, and developing hourly employees
- Excellent work ethic and drive to succeed
- Able to work flexible hours including working nights, weekends, and holidays to manage and train effectively
- Must be able to work in a standing position for long periods of time and be able to lift up to 50 pounds
- Prior experience working in and organizing a kitchen
- Attention to detail and ability to multi-task
- Ability to anticipate and proactively address problems in a fast-paced environment
- Positive attitude
- Ability to work with a diverse group of people
- Grace under pressure

Duties and Responsibilities

- Work closely with the Head Chef
- Fill in where needed to ensure guest service standards and efficient operations
- Have a full understanding of food safety and sanitation practices
- Maintain industry standards of food quality and presentation
- Follow company rules and regulations
- Prepare food orders in a timely and organized manner
- Lead the team in preparation of all food items required for service on the line
- Preparation of all menus and meals (i.e., breakfast, lunch, and dinner – including appetizers, desserts and occasional hot snacks)
- Ensure guest's special dietary needs are met
- Supervise and assist in kitchen clean-up and in general maintenance of all cooking and service items in orderly and sanitary condition according to good health-keeping practices, government regulations and Guardian Brewing Company standards
- Be available for functions as they arise to ensure that the food is prepared and served as required

- Motivate and inspire staff by outlining achievable goals and objectives; providing supervision, accountability, and recognition; leading by example
- Comprehensively fulfill our mission of fresh and local food; develop seasonal and sustainable dishes; create innovative menus that stimulate customer purchases and loyalty
- Establish operational standards, guidelines and objectives, and maintain other administrative processes such as budget and staffing to ensure proper planning and efficiency
- Report any violations to Head Chef and General Manager
- Serving beer according to Guardian Brewing Company standards
- Assist with recruiting, hiring, orienting, training, scheduling kitchen staff
- Ability to open and close the kitchen many days of the week
- Implement and maintain an inventory for all items that need to be re-ordered
- Re-order kitchen needs/products when necessary
- Participate and help organize on-site special events, including private events and tours, concerts/music, and other promotional events to include calendar, promotion, setup, staffing, and execution
- Maintain a safe and secure facility environment
- Comply with all federal, state, county and municipal regulations
- Fill in where needed to ensure guest service standards are met
- Helping coworkers to ensure the beers on tap are acceptable to serve (right temperature, optimal quality, no off-smells or flavors)
- Assist with training, supervising, and developing the culinary staff members (supported by the General Manager if/when necessary)
- Assist Chef will manage day-to-day shifts, oversee food inventories and labor, closely monitor all safety and sanitation procedures, maintain equipment, and help every employee provide guests with top-quality food that is always perfectly prepared and presented.
- Assist with all kitchen functions including preparation and maintenance of quality standards; sanitation and cleanliness
- Direct kitchen employees in methods of cooking, preparation, plate presentation, portion and cost control and sanitation and cleanliness
- Ensures that all customers have the best possible culinary experience in the taproom and restaurant
- Assists other managers with co-worker team development
- Reports to the Head Chef and is responsible for being the active kitchen supervisor in the Chef's absence
- Responsible for overseeing the nightly kitchen operations including overseeing and coordinating the planning, organizing, training and leadership necessary to achieve our guest service goals in the taproom, and other events on property
- Must be customer-focused, experienced in a restaurant/bar/taproom environment, and have exceptional interpersonal, management, and organizational skills
- Excitement about the opportunity to be involved in the ground level of a new and growing business
- Ability to plan and lead special restaurant events including pairing food with beverages
- Serve as an ambassador for the Guardian Brewing Company Brand
- This position requires an individual who works under a range of circumstances, including: shift work, weekend work, working with challenging patrons, working in the fast-paced environment of a crowded taproom and kitchen, and working within close proximity of an operating brewery (noise, heavy equipment, odors related to the brewing process)

- Make sure correct food handling practices are being used by all staff
- Responsible for correct and timely food execution by all kitchen staff
- Handle and resolves any food related issues, or complaints from guests or staff
- Able to work all kitchen stations in the absence of or tardiness of cooks, dishwashers or other kitchen staff members
- Make sure all closing duties are carried out correctly by kitchen staff and assist in the closing process of the kitchen
- Check the work of each individual who is closing to ensure the line is properly stocked and ready for service the following day, and that the dishwashing area is clean and the dish machine is properly cleaned, drained and shut down
- Check stock of prepared items at the end of day and with the help of the closing cooks create a comprehensive prep list for service the following morning
- Ensures proper rotation and storage of all products
- In the absence of the Chef, conducts monthly inventory
- Helps forecast and order food and supplies
- Assists Chef in the research, development and testing of new recipes and menus.
- Attends bi-weekly management meetings
- Be aware of and adhere to all Guardian principles and operations

Hours, Compensation, and Benefits

- 40+ hours per week, 52 weeks per year
- Salary based on experience
- Opportunity also exists to take gratuities and is encouraged
- Health insurance stipend after 30 days of employment in the position
- 10 days of paid leave for the first 12 months, 14 days paid leave for second 12 months (Including sick, maternity, vacation, etc.)

If you are interested in applying...

Please send a cover letter and resume to danieln@guardianbrewingco.com with the subject line "Lead Line Cook Position." Please address the email to Chef Dan Noonan.