



### **Phillips Seafood Restaurants**

**Position Title:**                **Sous Chef**  
**Direct Report To:**         **Executive Chef**

### **POSITION SUMMARY:**

Responsible for providing overall management guidance to front line culinary team with regard to quality, execution and guest satisfaction.

### **Primary Responsibilities:**

#### Leadership

- Set the appropriate example for supervisors and all staff to follow.
- Assist the Executive Chef in maintaining the overall success of the operation and contribute to the increase in quality, efficiency and guest satisfaction.

#### Menu Execution and Cost

- Ensure accurate execution to meet specifications and plate presentation for ALL current menu items
- Ensure operational cost objectives are being met.
- Maintain proper waste, temperature and inventory controls throughout the kitchen operation.
- Manage all efforts to reduce labor, supply, food cost in the operation.

#### Food Safety, Sanitation & Cleanliness

- Ensure the front line staff is upholding the highest level of safety and following proper sanitation procedures.
- Maintain the overall cleanliness of the kitchen operation and ensure cleaning matrices are being completed on a regular schedule.

#### Financial

- Ensure proper scheduling procedures, inventory standards, waste management policies are all being followed and are positively impacting operational costs.

### **KEY ATTRIBUTES REQUIRED**

- Highly ethical: always representing self and the Phillips organization appropriately.
- Commitment to Company vision, values & mission.
- A "Brand Champion" ...always safeguarding the Phillips Brands
- Ability to work independently...but also a consummate team player
- Must meet physical demands of the work environment.
- Well defined interpersonal/communication skills
- Organizational & Planning skills...but highly flexible and adaptable
- Hold self and others accountable to assigned responsibilities
- Objective situational analysis and relevant action planning to achieve results

September, 2016