



Job Description

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Title: Cook / Lead Cook

Benefits: PTO, employee discount, shift meals, advancement opportunities

Wage: \$14–\$18 depends on experience and ability

All employees must meet our Core Expectations.

Cook — Responsibilities

Cooks are the engine of the restaurant. They focus on quality, consistency, and safety while preparing ingredients, cooking food, checking temps and presentation, and maintaining high hygiene standards. Cooks communicate professionally, know the menu and processes, prep their station and general items to spec, support food costing and menu development, work multiple tickets at a time, and maintain and clean kitchen equipment. Other duties may be assigned.

Lead Cook — Additional Responsibilities

Lead Cooks are skilled leaders with added duties and higher pay. They must:

- Work three or more regular shifts weekly
- Maintain excellent attendance and punctuality
- Support recipe, process, and policy documentation created by the Kitchen Manager
- Assist Kitchen Manager with ordering, inventory, scheduling, and other organization tasks
- Advise management on efficiency, performance, and improvements
- Execute opening, closing, and side work perfectly
- Maintain a positive, productive attitude—especially under stress
- Coach teammates on menu knowledge, process, priorities, and time management

- Lead by example; work well with BOH and FOH
 - Model safe, focused, thoughtful kitchen behavior
 - Stay proactive during rushes and problem-solve quickly
 - Maintain organization of supplies
 - Hold expert knowledge of all menu items and methods
 - Defuse conflicts professionally
 - Stay aligned with the Kitchen Manager’s program and ask clarifying questions proactively
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Lead Cook — Required Skills

- **Prioritization:** Reviewing checklists, planning tasks, and sequencing work efficiently
 - **Interpersonal Skills:** Showing appreciation, resolving issues, listening, and building team camaraderie
 - **Resourcefulness:** Finding efficient, creative solutions and maximizing available resources
 - **Coordination & Communication:** Keeping the team aligned, organized, and error-free
 - **Initiative:** Acting independently, observing details, improving situations, and making quick, sound decisions
 - **Patience:** Working through changing conditions while staying calm and thorough
 - **Persistence:** Staying focused, learning from setbacks, and adjusting to reach better outcomes
 - **Big-Picture Thinking:** Avoiding getting sidetracked; knowing what “done enough to move forward” looks like
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Physical Requirements

This role is physically demanding. Reasonable accommodations may be made.

Employees must be able to:

- Stand for long periods, move around the kitchen, handle tools and equipment

- Reach, carry, climb, balance, stoop, kneel, crouch, crawl, talk, and hear
- Occasionally sit
- Lift or move up to 55 pounds