



Kingsbrae Garden Horticultural Inc.
220 King St. Andrews, NB
E5B 3W6
<https://www.kingsbraegarden.com/>

Position - Sous Chef

About

Kingsbrae Garden is in the seaside resort of St Andrews by-the-Sea and has been named one of Canada's

Top Ten Public Gardens. The 27-acre public garden was made on the grounds of several grand estates, incorporating cedar hedges, flower beds and acres of old-growth Acadian forest. These and the original manor house became the setting for new themed gardens, including: white, knot, cottage, gravel and therapy gardens. The Culinary Operations Team utilizes the garden to its full advantage by selecting the many flowers, herbs, vegetables and fruits are grown on site to create artistically-inspired plates that are garden focused. Along with ingredients & products from all over New Brunswick the Garden Café and Savour in the Garden Create a unique Culinary compliment to the turn-of-the-century building and garden, making it ideal for functions large and small, formal or relaxed.

Position Summary:

The Sous Chef is responsible for aspects of the kitchen such as menu plans, operations, recipes, portion and inventory control, food quality, and employee supervision.

The Sous Chef provides leadership training and hands-on management of the kitchen staff.

The Sous Chef is responsible for executing the food in the main kitchen, assists menu design, And kitchen creativity and responsibility for growing and developing the product and profitability of the food service program. The Sous Chef provides a consistent product and experiences achieving revenue targets and managing costs as well as ensuring all staff under direct supervision are focused and demonstrating a guest-focused attitude and culture. In addition to maintaining the Kingsbrae vision by adhering to the Chef's values and management principles, this position must provide the highest level of service to our guests.

Principal Duties and Responsibilities

The Sous Chef is responsible to assist the Executive Chef with overall kitchen operation as a successful profit center, ensuring maximum guest satisfaction, through planning,



organizing, directing, and controlling the Kitchen operation.

Exhibits culinary talents by personally performing tasks while assisting in leading the staff and managing

all food related functions. Also assists in supervising all kitchen areas to ensure a consistent, high quality

product is produced.

Sous Chef Duties and Responsibilities:

- Interacts with serving staff to obtain feedback on product quality and service levels.

- Responds to and handle guest problems and complaints.

- To be aware of all financial budgets and goals.

- To ensure that guests are always receiving an exceptional dining experience.

- Ensure that all recipes and product yields are accurately costed and reviewed regularly.

- Ensure that all food items are prepared as per standard recipe while maintaining portion control and minimizing waste.

- Ensure that food stock levels within the culinary department areas are of sufficient quantity and quality in relevance to the event orders and café forecasts.

- Ensure that chefs are always in clean, tidy uniforms and are always presentable to be in guest view.

- Ensure that all food preparation equipment is being used safely and correctly and that it is cleaned and maintained.

- Ensure that all culinary operations manuals are prepared and updated.

- Ensure that the Department's overall operational budgets strictly adhere too.

- Ensure that the culinary department adheres to all Kingsbrae policies and procedures.

- Ensure that a consistent first-class product of the highest quality is achieved and maintained in all culinary areas while adhering to operational deadlines.

- Ensure that team meetings are well-planned and results-orientated.

- Creative menu planning and correct food preparation for each outlet including banquets.

- To work in close conjunction with the Events & Catering Director and Executive Chef, to create a yearly marketing plan for the outlet.

- Ensure that all relevant banquet set-ups are prepared ahead of guest's arrival and in adherence with Kingsbrae standards and guest specifications.

- Be aware of new items, which are introduced onto the market and keep up with the lasted product trends.

- To fully understand the market needs and desires of each outlet and ensure that the menus are developed to reflect those needs.

- To initiate relevant maintenance reports and work orders, and follow up on those items actioned.

- To manage associates fairly and maintain a professional relationship

- To project a positive and motivated attitude among all associates.

- To frequently verify that only the highest quality products while maintaining budget goals are used in food preparation.

- To ensure that all food products received in the Main Kitchen are of the required standard and quality and that they are stored and rotated correctly.

- Responsible for the supervision of all stewards and their activities within the Food and Beverage department.

- Ensure that weekly work schedules and annual leave planners are administered and filed correctly.
- Ensure that the overall culinary department is motivated and that positive feedback on work performance is given.
- To delegate responsibilities to subordinates as required.
- Coach and counsel employees in a timely manner and in accordance with Kingsbrae policy.
- Act as manager on duty for the Food and Beverage department as scheduled.
- To assist in recruiting and selecting a suitable culinary team who are able to work within a management philosophy.
- Identify strengths and weaknesses and provide timely feedback to the individual.

Minimum Qualifications

1. Culinary Certificate (Red Seal) and, or Degree by an accredited culinary school or institution
2. Serve Safe Certification
3. 5-7 years experience in professional busy kitchens, restaurants, or hotel environment
4. Strong preference for a chef who already locally sources their ingredients
5. Able to deliver and exceed the expectations of a highly demanding clientele
6. Ability to obtain and/or maintain any government-required licenses, certificates, or permits
7. Professional appearance and manner, good character to work in a fast-paced team
8. Positive, honest, and energetic work ethic
9. Food Service Card
10. Solid track record of success; demonstrating upward career tracking
11. Able to work ten-hour-plus shifts plus the ability to stand, sit or walk for extended periods of time
12. Able to grasp, lift and/or carry up to 50 lbs. as needed
13. Finger/hand dexterity to operate kitchen machinery, knives, etc.
14. Able to withstand changes in temperature, occasional smoke, steam and heat and work in a confined area
15. Must possess hearing, visual and sensory abilities to observe and detect emergency situations; also to distinguish product, taste texture, temperature and presentation and preparation

Knowledge, Skills, and Abilities

1. Strong communication skills
2. Strong leadership skills, ability to motivate teams to produce consistently great food
3. Adept at working effectively in high-energy and busy environments and works well under pressure
4. Willing and able to work evenings, weekends, and holidays
5. Can work on own as well as part of a team
6. Passion for good food, local ingredients, and quality customer experiences
7. Excellent knife skills
8. Must love and enjoy working with food
9. Ability to portion control on a large scale

Key Competencies

Key competencies include management, managing time well, communication, giving clear and effective

direction, producing large quantities of food well, attention to detail, integrity, honesty, problem solving, reliability, adaptability, and efficiency. Adhering to Kingsbrae Core Values and being guest-focused, teamwork, respectful, pro-active, accountable, learning and sustainable. As a manager at Kingsbrae Garden you are also held accountable for our Management Principles: communicate, lead, achieve, delegate, improve, mentor, inspire and be a member of the community in good standing.

Compensation

Competitive Salary

RRSP Contribution

Life, Long-term Disability,

Health, Dental and Travel Insurance.

Fitness Package

Housing Opportunities

Work-Life Harmony

Two days off a week

hiking, biking, paddling, golfing, swimming, and beach adventures on your doorstep

RRSP Contribution

life, long-term disability, health, dental and travel insurance (season 2)

wellness opportunities - throughout the garden

season passes to:

- Annapolis Royal Historic Gardens -NS
- Village Historique Acadian – Caraquet, NB
- Le Pays de la Sagouine – Bouctouche, NB
- NB Botanical Garden – Edmundston NB
- Kingslanding Historic – Keswick, NB
- Aquarium & Marine Center – Shippagan, NB
- Eco Parc – Lamque, NB
- Fundy Trail – Saint Martins, NB
- Hopewell Rocks – Hopewell Cape, NB
- Beaverbrook Art Gallery – Fredericton, NB
- Fundy Discovery Aquarium, Saint Andrews, NB

Accommodations

We have 2 accommodation properties with studio apartments and full apartments