

# POURING WITH **HEART** • THE KITCHEN MANAGER

As the Kitchen Manager, you are responsible for leading your team in performing a highly efficient and quality experience through your food program. Imploring a hands on approach in training and executing simple and cost effective menus that everyone craves. Labor hours and food cost are your hammer and nails. Your dedicated drive for the growth of the team and your sales are your brick and mortar. Being the ultimate bridge between the front and back of house you will be contributing to the energy that surrounds the guest experience. Your success and the venues will be measured by team and individual productivity as well as the overall performance of your kitchen.

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*“Think like a scientist, organize like an accountant, inspire & motivate like a warrior, move like a track star, and cook like a grandma”*

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## ESSENTIALS

- Routinely conduct employee check-ins
- Show proficiency in all culinary stations
- Maintain the daily appearances and operations of the kitchen
- Increase sales & profits through critical analysis and adjustments to past performance
- Design and employ an appropriate cost effective food program and menu
- Attend quarterly management roundtable meetings
- Collaborate with the other Kitchen Managers within the company to support one another's programs
- Don't be a bummer
- Plan and lead monthly kitchen staff meetings
- Conduct weekly operations meetings with general manager
- Achieve and sustain kitchen KPIs (*key performance indicators*)
  - Food costs at or below 25%
  - Kitchen labor at or below 25%
- Inspect & maintain all kitchen equipment and supplies
- Take food inventory: tracking, ordering, and costing
- Maintain consistency of freshness of food and ingredients; quality over convenience
- Diligently employ sanitation practices compliant with kitchen safety standards
- Make certain that all staff is current with food/restaurant certificates and training
- Develop and nurture vendor relationships and partnerships
- Contribute to the development of the social media program regarding food
- Create schedules for kitchen staff
- Identify problems and provide actionable solutions for improvement

## PERKS

Free Core Value Tattoos • Health & Wellness Program • Access to Beer & Spirit Societies

## PHILOSOPHY

- This is a people business. Put people first.
- Never settle, never stop getting better. Good today, better tomorrow.
- Adapt & overcome. Things can and will change.
- Be easy to work with and thoughtful in how you work.
- Ask others how they are feeling, not how they are doing.
- Sacrifice toxic profits for longevity. We are building bars to outlive us all.
- Ignore the past and start each day anew.
- Stop and have a moment with someone when you're the busiest.
- Trust your instincts.
- Communicate, over communicate, and then communicate some more.
- Always be developing talent from within. You are only as good as your immediate replacement.
- Keep your emotions and your wits about you; let your passions and your dreams run wild.
- Don't pass the buck, but do pass the credit.

You can't step in the same place twice so make each step count.

Be Thoughtful. Be Kind. Be Yourself. Make Shit Better.

