

PM Sous Chef Job Description

Monocacy Hospitality, founded in 2022 with the purchase of Brewer's Alley, Frederick's Original Brewpub, is an innovative, growth oriented, and entrepreneurial hospitality group located in Frederick, Maryland. We are seeking growth oriented, energetic, and driven individuals to join our Team as we continuously strive to enrich lives and express excellence through the continuous pursuit of excellence in hospitality.

Brewer's Alley – Frederick's Original Brewpub, located in the heart of Downtown Frederick, MD, has welcomed guests to enjoy its Craft Beer, American cuisine, warm hospitality, and unparalleled service since 1996. Brewer's Alley can be enjoyed through a multitude of dining experiences: The Main Bar, The Terrace Bar, three main dining rooms, The Rooftop Bar and Dining, the patio, and our private event rooms. Our Team continuously collaborates to ensure the utmost quality and consistency in all we do while ensuring a great variety of food and beverage throughout the year.

Who you are:

The PM Sous Chef works closely with the General Manager and Executive Sous Chef to maintain the highest quality and standards in the daily operations of the kitchen and restaurant. They will work together to ensure optimal planning, organization, and staffing to ensure great shifts, respective execution, cleaning, and sanitation. He/she will have an active role in the leadership, management, and development of Line Cooks, Prep Cooks, Dishwashers, and other hourly team members. He/she must embody Brewer's Alley Culture and ensure all employees on the Culinary Team adhere to the highest possible standards of excellence. He/she must have a passion for continuous improvement and process while embodying the capability to drive organization change through process mapping, planning, systems, execution, and respective staff development and accountability.

What you'll do:

- Ensure effective service execution for an a la carte, scratch, high volume kitchen (450+ seat restaurant).
- Responsible for Prep/Par List and daily Prep Execution and next day prep planning
- Responsible to ensure flawless execution of PM service (including late nite menu)
- Responsible to ensure kitchens are closed down effectively, efficiently, and consistently after service.

- Responsible for creating and/or finalizing specials and ensuring those are communicated, available, and understood by opening Chefs.
- Must ensure all walk-ins are organized and appropriately cleaned and sanitized (brought back to base condition as necessary daily)
- Will assist with banquets/events as necessary
- Ensure high performance and maintain excellence & hospitality throughout each day's service periods.
- **Must collaborate with all Team members to ensure:**
 - Optimal morale and productivity while meeting or exceeding controllable financial targets (food costs, labor, and other controllable kitchen costs).
 - "If Down Do List" is in place and being utilized to ensure Kitchen Staff is always busy and focused on improving the restaurant
 - Flawless execution of a best-in-class, high volume scratch kitchen. He/she should have a natural ability to command the kitchen and ensure appropriate timing and expo under high volume.
 - Maintain positive working relationship with Restaurant Team at all times.
 - All recipes, product, food preparations and food execution meet restaurant's specifications and commitment to culinary excellence, quality, and consistency.
 - Kitchens are always safe, sanitized, and cleaned (must be audit ready at all times).
 - Team members are appropriately trained to execute station properly.
 - All new hires are adequately trained and are continuously developing.
 - Execution of great shifts by being detail oriented and demonstrating best in class process knowledge and results:
 - Planning
 - Prep
 - Ordering
 - Line orchestration and planning
 - Team communication
 - Line and station readiness
 - Total communication
 - Results and Execution
 - Proactive problem solving
 - Curious intelligence
 - Professional demeanor at all times
 - Sales projections and prep/par management
 - Cleaning and sanitation
- Must understand technology and be able to run reports, interpret, and proactively utilize reports from our POS System to improve the business

What we need from you:

- 2+ years of experience in culinary leadership in upscale casual, high volume establishments
- Spanish and English fluency
- Great organizational, planning, and communication skills.
- Great understanding of IT and Office. Must understand how to extract and organize information from the POS system to make data driven decisions regarding forecasting, prep, planning, crewing, and scheduling.
- Must be willing to work weekends, holidays, close, open, etc.
- Certification in Hospitality-related field, or equivalent (preferred)
- Demonstrated experience in collaborating and communicating across teams
- Excellent food / culinary knowledge
- Must align with our values (integrity, excellence, entrepreneurial spirit, and hospitality) and be motivated and ambitious to continuously grow personally and professionally.
- Must have tremendous work ethic and passion for people, culinary, hospitality, and total process management.
- Must demonstrate and hold self and team accountable to the highest possible standards.

What you'll get from us:

- Annual compensation range of \$35,000 - \$60,000, including additional incentive compensation opportunity*.
- Medical, Dental, and Vision insurance.
- Paid Time Off to support you with an active life outside of work.
- Dining credit and generous discounts at Brewer's Alley and affiliated entities

*The above represents the expected salary range for this position. Ultimately, in determining your pay, we'll consider your experience and other job-related factors.