

Highland Lakes Camp and Conference Center

Sous Chef

Supervisor: Head Chef

Summary: To perform all phases of Food Service in accordance with the Texas State Health Laws and Regulations. To perform all phases of the Christian Camping Ministry as assigned outside of the Food Service Area. This position requires a person willing to do multi-tasking.

Primary Duties and Responsibilities:

1. Using available resources, provide high quality food service on & off campus as needed (this includes preparation of any special function)
2. Perform quality food service skills to include but not limited to: pre-meal preparations(thawing, cutting/slicing of fruits and vegetables, and/or warming),cooking, baking, frying and grilling.
3. Display an eye appealing food presentation. Make certain that food is cooked, and kept at proper temperatures while being served.
4. Keep the food serving area free of debris, clean, and sanitary.
5. Help prepare menu selections for breaks & meals for those served.
6. Help with check in and verify food deliveries for accuracy and place all received goods in their proper storage location.
7. Maintain the cleanliness of the dining hall to include but not limited to: doors, windows, cooking and serving equipment/utensils, counter tops, floors and porch areas.
8. Maintain the cleanliness and sanitary condition of the kitchen area to include but not limited to doors, windows, ovens, cooking and serving equipment/utensils, counter tops, floors, stock rooms, walk-in refrigerator, walk-in freezer, reach in refrigerator, microwaves, and trash rooms.
9. Maintain the cleanliness of dishes, cooking pots/pans and work area.
10. Maintain proper operation of sanitation equipment (dish soap, sanitizer in dish washing machine, etc.)
11. Assign those under your supervision to projects and tasks that fall within their skill level.
12. Help manage all food items including raw & cooked products. Making sure that the amount of raw food prepared is the right amount to service all guests. Make sure when leftovers occur, they are used or repurposed for other meals.
13. Be conscious of wasted food. Dispose of outdated food in the walk-in when they are out of date.
14. Any other assigned duties of your supervisor.

Special Duties

Help supervise other team members and volunteers assuring that all team members and volunteers follow proper health code regulations, demonstrate quality, productive work shifts and provide friendly service with a Christ-like attitude for our guests.

- Help assign team members duties
- Seek to maintain an ongoing training program with assigned staff including but not limited to: Texas State Health Laws and Regulations, recipes, cooking helps, garnishing tips, etc. Create a safe environment for shift team members.
- Help shift team members as to the appropriate time for their meal breaks (20-30 minutes), making certain that sufficient team members remain on duty to cover food-serving responsibilities.
- Set the pace and be conscious of break time allotment.
- Be ready at all times for impromptu State inspection(s).
- Maintain open and ongoing communication with the Head Chef, Director of Operations, Executive Director and all other staff. Immediately report needed equipment repairs, job demands, and any unusual circumstances to the supervisor.

Qualifications Requirements:

To perform this job successfully, an individual must be a growing Christian able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required.

1. Christian
2. Knowledge, understanding, and ability to comply with Texas Department of Health Food Standards.
3. Minimum of 5 years work/related experience.
4. Ability to supervise shift team members and/or volunteers.
5. Ability to exhibit courtesy and work in a spirit of cooperation with stated supervisor, camp administration, and other staff.
6. Education and/or experience:
 - a. High school diploma or general degree (GED) or six months related experience and/or training.
 - b. Higher education is preferred.
 - c. Health Food Handler Certificate
7. Language Skill
 - a. Ability to read and comprehend simple instructions, short correspondence, recipes, and memos.
 - b. Ability to write simple correspondence.
 - c. Ability to effectively present information in one-on-one and small group situations to guests, and other staff members.
8. Mathematical Skill
 - a. Ability to add, subtract, multiply and divide in units of measure.
9. Reasoning ability
 - a. Ability to apply common sense understanding to carry out instructions.

10. Other skills and abilities

- a. Ability to safely operate kitchen equipment and utensils.
- b. Ability to be courteous to camp guests and other staff.
- c. Ability to render first aid and react calmly in emergency situations.
- d. Ability to respond to hazardous emergency situations (fire, explosions, equipment failure, etc.)

Physical Demands:

- Must be in good physical condition. Regular duties performed will require walking, lifting, climbing, stooping, kneeling and crouching.
- Standing for prolonged hours.
- Must regularly work with some equipment with a weight of not more than 20 pounds.
- Must be able to frequently lift and move loads ranging in weight from 35-50 pounds.
- Occasional lifting and/or moving objects ranging in weight from 30-100 Pounds.

Details of Assignments:

Normal work day:

September through May 15 8:00 a.m. - 5:00 p.m. (Changes when groups are at the camp)

Breaks: One 15 minute break in the a.m., One 15 minute break in the p.m. and a one hour lunch break. Note: Schedule can be changed by requesting changes from the administrative staff.

May 15 through September 1 The summer schedule will be set by the supervisor in accordance with guest needs for summer camps and retreats.

Check in and Out:

The Director of Food Service will check in and out through the camp office.

Two weeks advance notice is required for approval for taking time off from work. All requests for time off from work are required to be submitted to the Director of Operations no later than the 25th of the preceding month.

Compensation:

The Executive Director will determine salary by experience and salary increase (s) will be given, based on recommendation of the supervisor.

Benefits:

- Salary
- Board (when dining hall is serving meals)
- Housing
- Annuity
- Insurance
- Utilities Paid
- Yearly Bonus
- Fun atmosphere while living in the Hill Country of Texas
- Starting 10 days paid vacation per year after a 90 day probation period.
- Scheduled seasonal holiday breaks as determined by the Executive Director.