



Sous Chef

We are seeking a highly motivated and experienced **Sous Chef** to join our culinary team. Reporting to the Executive Chef and Chef De Cuisine, the Sous Chef is responsible for overseeing all daily kitchen operations and assuming full leadership in the Executive Chef's and the Chef De Cuisine's absence. This role is crucial for maintaining our high standards across a la carte dining, banquets, golf outings, private parties, and off-premise catering. The ideal candidate will be a strong team leader with exceptional organizational and culinary skills.

Key Responsibilities:

- **Kitchen Leadership & Oversight:**
 - Directly manage daily kitchen operations for all dining services and events.
 - Assume complete responsibility for the entire kitchen and staff in the Executive Chef's and Chef De Cuisine's absence.
 - Supervise, motivate, and assign tasks to all kitchen employees.
 - Maintain a positive and productive work environment for the kitchen team.
- **Culinary Execution & Quality:**
 - Ensure the highest quality product at all times, checking flavor and presentation of all dishes.
 - Organize and execute daily specials effectively.
- **Operational Management:**
 - Assist the Executive Chef with comprehensive kitchen management, including supervision, scheduling, training, sanitation, and safety protocols.
 - Manage food ordering and employee scheduling.
 - Collaborate with the management staff on planning and executing member and private events.
 - Oversee all aspects of daily functions of the kitchen.
- **Strategic & Growth Contributions:**
 - Assist the Executive Chef in planning and executing future culinary goals and initiatives.
 - Stay informed about current culinary trends and incorporate them as appropriate.
- **Club Culture & Member Focus:**
 - Demonstrate a deep understanding of club culture and the ability to fulfill out-of-the-ordinary member needs and requests.
 - Exhibit a strong sense of urgency and resourcefulness to overcome obstacles.

Requirements:

- Proven ability to work calmly and efficiently under stress during peak hours.
- Excellent leadership and team-building skills.
- A valid driver's license.
- Strong Communication skillset
- 3 years of a supervisory role
- Ability to work flexible hours
- Team player
- Leadership
- Professionalism

Benefits

- **Great Work Experience**

We strive constantly toward making Sunnybrook Golf Club a fun, friendly and fair work environment. Work is not play, and we do work hard, but our work should make us feel happy and proud, not miserable and exhausted. As such, as many of us have learned, excellent compensation and benefits cannot offset a negative or toxic workplace.

- **Health Insurance**

Independence Blue Cross Keystone Health Plan East (IBX) is available to all full-time team members. This benefit starts after 30 days of service (32+ hours per week). This plan is not inexpensive and Sunnybrook pays 80% of your premium. The Club also offers a health reimbursement plan, so you can be reimbursed for doctor visits and co-pays that apply. Our Health plan includes a virtual clinic that you can access from your smart phone, dental insurance, vision insurance, smoking cessation and medication, reimbursement for a gym membership at select local gyms, along with life insurance. Everything mentioned also includes a personal concierge that can handle all of your insurance questions or concerns.

- **Paid Time Off**

All full-time team members receive two weeks of paid vacation after a one-month grace period and when medical benefits become available. During these two weeks of paid time off, all communication will be shut off from the Club so the team member can fully relax and unwind. Personal time off, holiday time reimbursement, bereavement, maternity and paternity time off also included.

- **Lifestyle Scheduling**

We aim to keep non-managers' schedules at 40-50 hours or less per week – and with minimal doubles. It is nearly impossible to provide great service in our restaurant, golf shop or on the course when you are exhausted. Any team member who considers their schedule too

burdensome is advised to contact their manager. If you find yourself stuck for childcare, Sunnybrook will do its best to arrange a sitter for you with enough notice given to your manager.

- **Retirement Plan**

It's never too early to think about retirement. Sunnybrook offers a 401K retirement plan through Vanguard with matching employer contributions after one year of employment service. Your financial future is important to us; therefore, also included is a financial advisor that can offer complimentary advice on your 401K and act as a fiduciary for your personal investments.

- **Industry-Leading, Ongoing Training and Education Reimbursement**

For those who thirst or hunger for more golf, agricultural, wine, food or club management knowledge, Sunnybrook will reimburse up to 100% of the cost of approved educational programs and/or testing offered by Wine & Spirit Education Trust (WSET), The Court of Master Sommeliers, Golf Course Superintendents Association of America (GCSAA), American Culinary Federation, Chef to Chef, Professional Golf Association (PGA) and Club Managers Certification Program (CMAA).

- **Sunnybrook Discounts and Perks**

As a team member you can enjoy discounts on wholesale food procured through the kitchen, clothing and hard goods in our pro shop, and use of the golf course including a riding cart on approved days.

- **Referral Bonus**

Team members who refer a new team member earn a \$500 referral bonus when the new hire reaches 90 days tenure for Full time and \$250 for Part time.

- **Staff Meals**

During your work shift, a complimentary staff meal is available to team members along with soft drinks throughout your shift.

- **Uniforms**

Sunnybrook wants team members to look professional and part of a team. Therefore, uniforms are provided at no cost for all team members in the front of the house, in the kitchen and in the green department. Our golf professional staff also receives shirts and pants from specific suppliers.

- **Growth Opportunities**

Most Sunnybrook Managers/Chefs/Golf Professionals/Office Team Members and Green Superintendents began as summer help, caddies, dishwashers, servers, support staff, or line cooks. Where one starts is often just the beginning of a journey within Sunnybrook and beyond. We are proud of our many alumni who have become prominent club managers, golf pros, green superintendents and chefs in other clubs nationwide.

- **Sunnybrook Golf Club Safety Committee**

Our Club is committed to fostering a safe and welcoming environment for all members of our diverse team. The Safety Committee, comprising one manager and four staff representatives, strives to make this intention a reality. We are a team, and we are all here to work safely and comfortably together.

- **Compensation**

- Salary based on experience plus Christmas Bonus.

Please send all cover letters and resumes to Executive Chef, John A. Wagner at chef@sunnybrook.org