



JOB DESCRIPTION

updated 09/01/2026 ajs

Job Title: Lead Chef

Reports to: Owners & Front of House Manager

Position Summary:

The Lead Chef is responsible for building, organizing, and maintaining the culinary foundation at Coldwind Brewing. Sharing leadership with a co-lead, this position focuses on developing a full brewery menu, optimizing staff labor, and setting up daily kitchen prep and line-cooking systems that operate seamlessly even when the Lead Chefs are off-site. The Lead Chef will train, mentor, and supervise kitchen crew members in recipe execution, knife skills, portion control, and food safety standards to ensure consistent quality during all service hours.

Core Responsibilities:

Menu & Recipe Development: Collaborate with co-lead and management to design, test, and implement a full-scale brewery food menu, complete with standardized recipe sheets, plating guides, and portion controls.

Systems & Prep Optimization: Create and maintain structured prep schedules, par levels, opening/closing checklists, and kitchen workflow systems so the line staff can execute prep and service autonomously.

Staff Training & Supervision: Train line cooks on knife skills, culinary techniques, food presentation, and station hygiene; empower staff to handle daily operations and minor troubleshooting independently.

Kitchen Organization & Oversight: Establish sanitation, equipment maintenance, and food storage standards that comply with all health and safety regulations across walk-ins, freezers, dry storage, and cook lines.

Inventory & Cost Control: Oversee kitchen ordering, stock rotation (FIFO), vendor coordination, and weekly inventory tracking to minimize waste and optimize food costs.

Leadership Collaboration: Coordinate directly with the co-lead chef and front-of-house managers to balance schedule coverage, staff feedback, and special brewery event logistics.

Qualifications & Requirements:

- Proven experience as a Lead Line Cook, Kitchen Manager, Sous Chef, or Head Chef in a high-volume environment.
- Strong background in menu costing, recipe standardization, and high-efficiency prep scheduling.
- Demonstrated ability to teach culinary fundamentals (knife work, food safety, line timing) to junior staff.
- Current ServSafe Manager Certification (or ability to obtain prior to start).
- Ability to work a flexible schedule, including occasional peak-service checks, prep-system setup, and training shifts.
- Strong leadership, conflict-resolution, and organizational skills.
- Physical ability to stand for extended periods, bend, and lift up to 50 pounds.

Leadership by example:

Mastery of All Stations: Maintain complete operational mastery of every kitchen station, recipe, and prep task to effectively train, evaluate, and uphold standards for line staff.

Service Support & Coverage: Step onto the line to execute prep, cook, or run service during peak rushes, special brewery events, or unexpected staff shortages.

Leading by Example: Model proper line speed, station cleanliness, knife work, and food safety standards during all on-site shifts.