Sous Chef

About Us
Baltimore's Own. Family Owned.
We've been a Baltimore staple since 1944. As a family-owned grocery business, our mission has always been simple, to nourish our community through quality food, genuine service, and the care that comes from treating people like neighbors.

What began as a single neighborhood market has grown into two locations. While we've evolved over the decades, our values have stayed the same community first, pride in our work, and respect for the people we serve and work alongside every day.

Our vision is to continue building Baltimore's premier neighborhood grocery destination one where quality, craftsmanship, and community spirit come together. After more than 80 years, we're still growing, evolving, and investing in the people who make it all possible.

Position Summary:
The Sous Chef supports the Executive Chef in leading daily kitchen operations to ensure quality food production, team efficiency, and adherence to company standards. This role is hands-on in food preparation, team support, and operational execution. The Sous Chef oversees kitchen staff in the Executive Chef's absence.

Responsibilities:
Team Leadership & Support
- Provide daily direction and support to Cooks and Prep Cooks.
- Assist with hiring, onboarding, training, and skill development.
- Support scheduling and timekeeping oversight.
- Provide performance feedback and support corrective action when necessary.
- Lead kitchen operations in the absence of the Executive Chef.

Food Production & Quality
- Prepare and execute high-volume entrees and side dishes for prepared foods and catering.
- Follow established recipes and portion standards to ensure consistency and food cost control.
- Monitor food quality, freshness, presentation, and proper labeling.
- Contribute ideas for new menu items aligned with customer demand and operational feasibility.

Kitchen Operations
- Support ordering, receiving, and inventory control.
- Monitor transfers and shrink to minimize waste.
- Maintain kitchen organization and workflow efficiency.
- Assist in managing food cost, labor efficiency, and productivity.

Food Safety & Compliance
- Ensure compliance with food safety, sanitation, and HACCP standards.

- Maintain a clean, safe, and organized kitchen environment.
- Adhere to company policies and all applicable health and labor regulations.

Additional Responsibilities

- Maintain professional standards and teamwork across departments.
- Perform additional duties as assigned to support store operations.

Education & Certification

- Associate degree in Culinary Arts or related field preferred.
- HACCP knowledge preferred.

Qualifications:

- 2–5 years of culinary and/or kitchen leadership experience.
- Strong knowledge of food safety, sanitation, and HACCP standards.
- Demonstrated ability to manage food production in a high-volume environment.
- Experience with inventory control, transfers, shrink, and cost management.
- Strong leadership and team development skills.
- Effective communication, organization, and problem-solving abilities.
- Ability to multitask and meet deadlines in a fast-paced setting.
- Professional presentation and commitment to quality and safety standards.

Physical Requirements

- Prolonged standing, walking, bending, and lifting up to 60 pounds.
- Ability to work in varying temperatures within a retail kitchen environment.
- Flexible schedule includes nights, weekends, and holidays.

Benefits:

- Medical, dental, and life insurance coverage
- Employee discount
- 401(k) retirement plan with company matching
- Flexible Spending Account (FSA)
- Paid time off (PTO)
- Competitive referral program
- Employee Assistance Program (EAP)

Salary: 50-60k

Based on relevant culinary experience, leadership ability, demonstrated food quality and preparation skills, and overall ability to manage a high-volume kitchen efficiently.