



## **KLAHOOSE** WILDERNESS RESORT

### **Sous Chef**

Reporting to the **Klahoose Wilderness Resort Chef**, the Sous Chef will be a valuable contributor on the food & beverage management team with direct responsibility for inspiring, leading, and mentoring a team of cooking professionals. The Sous Chef will add creativity, ability, and sophistication to the resort menu offerings while adhering to a culture of excellent standards of safety and sanitation.

Located within the heart of Desolation Sound, accessible by water or air (1 hour by boat from Lund, BC), Klahoose Wilderness Resort, is BC's premier award-winning Indigenous cultural experience, opened summer 2021. The resort is a seasonal-use property, from April-October, with a combination of lodge and cabin accommodation for an average of 14+ guests. All-inclusive guest packages offer an authentic, eco-resort experience, reflecting the Klahoose traditional values, with immersive and respectful exploration of the surrounding wilderness, wildlife, and grizzly bear viewing.

Klahoose Wilderness Resort is proudly First Nations owned and managed by Qathen Xwegus Management Corporation (QXMC). QXMC is the Klahoose First Nation business development corporation.

#### **Administering and taking part in day-to-day production and plating of all food service areas, maintaining the best quality food style possible.**

- Continuously striving to improve the quality of food products provided by the kitchen and builds customer loyalty through product excellence.
- Recognizing superior quality products, presentations, and flavor.
- Helping to raise the standards within the department.
- Striving to advance knowledge, skills, and abilities.
- Assisting the Resort Chef in the creation and building of menus, developing, and recommending recipes (off season).
- Preparing and cooking foods of all types, either on a regular basis or for special guests or special functions.
- Maintaining cleanliness and hygiene in the various kitchen areas including refrigerators and storerooms.
- Rotating food products to ensure high standards of freshness.
- Checking refrigerators and storerooms are organized and maintained in the various kitchen areas daily and that all food products are stored in accordance with provincial regulations.

#### **Provides management, coaching and mentoring to Direct Reports and extended team members and contributes to and fosters the development of the team by:**

- Demonstrating new cooking techniques and equipment to staff.
- Creating an environment conducive to individual development, productivity, and achievement while ensuring open lines of communication.
- Ensuring that staff are well organized, sufficiently trained/cross-trained to perform their responsibilities, developed to their potential and deployed in a manner that allows a cost-effective operation.
- Planning and facilitating individual touch bases (ITBs), group touch bases (GTBs), and skill-building sessions where appropriate.





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- Providing direction, guidance and support to team members and motivating staff to achieve a high level of performance and productivity.
- Establishing performance objectives/goals, reviewing progress throughout the year, and completing formal performance reviews for direct reports as needed.
- Recognizing and rewarding success and managing mediocre performance.
- Developing and obtaining agreement on development plans for all direct reports, recommending training courses and seminars where appropriate.
- Recruiting, hiring, and promoting team members in accordance with standard policies.
- Monitoring and controlling Food Cost daily to maintain monthly budget.

**Assists the Resort Chef in the development of a “visitor focused and driven” culinary department by:**

- Understanding the customer’s expectations as related to food quality and presentation.
- Collaborating with guest feedback on product quality and service levels and ensuring corrective measures are taken where needed.
- Reviewing guest satisfaction results to identify areas of improvement.

**Assists in the management of department expenses by:**

- Supporting in the development and management of the kitchen annual operating budget including capital expenditures to achieve or exceed budget expectations.
- Effectively managing wages, productivity, and expenses by business demand.
- Assisting in buying of food and related culinary equipment and supplies, maintaining adequate pars, ensuring to both cut outages or shorts and participate in any opportunities to minimize inventory levels, minimizing capital while ensuring guest’s expectations are exceeded.

**Ensures compliance with all resort and legislative requirements, guidelines, and laws by:**

- Ensuring compliance with food handling and sanitation standards.
- Maintaining purchasing, receiving, and food storage standards.
- Actively taking part in the resorts environmental program and department specific initiatives in working towards sustainable operations.
- Striving to uphold a safe working environment and is Health and Safety conscious and actively involved in keeping and improving a safe work environment.

**Consciously wants to improve resort operations and its processes by:**

- Promptly aiding in Emergency protocol.
- Maintaining organizational safety standards.
- Continually improving our impact on the environment and greening of operations through support of EMS protocols.
- Actively proving the resort’s values and expectations for conduct.
- Performs added duties of a similar nature or level as needed.





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### **Job Requirements/Qualifications:**

- Completed culinary education, Red Seal Certification.
- 5 years' applicable experience in a kitchen and/or Banquet Facility, with at least a minimum 2 years' applicable supervisory kitchen and people leadership experience.
- Extensive knowledge of food handling and sanitation standards.
- Experience with running and keeping kitchen equipment.
- Previous experience with operating budgets, forecasting, and scheduling.
- Previous experience training and coaching.
- Experience remote resort operations an asset.
- Intermediate MS Office, Internet research skills. Knowledge of Point of Sales Systems and inventory control systems are an asset.
- Food Safe Certificate.

### **Skills:**

- Demonstrated food and beverage AND people leadership skills.
- Knowledge of purchasing, inventory controls, supplies, and equipment.
- Knowledge of governmental safety regulations.
- Excellent culinary skills possess the ability to perform all functions in the culinary operation.
- Excellent communication and people skills.
- Effective decision making and critical thinking skills.
- Demonstrated creativity in all areas relating to food presentation.
- Demonstrated ability to work within a team: consensus building, negotiation, influencing, and conflict resolution.
- Strong customer and associate relation skills.
- Initiative-taking with a cheerful outlook and a consistent display of professionalism.
- Innovative, meticulous, and quality conscious.
- Demonstrated ability to build and keep relationships with staff, customers, and vendors.

### **Working Conditions:**

- Constantly standing and moving around in a kitchen environment.
- Frequently twisting, crouching, and stooping, handling, and grasping various kitchen utensils, and fingering/feeling foods and spices.
- Job needs incumbent to safely lift items weighing up to 50lbs.
- Occasionally sitting, climbing stairs, and balancing supplies and food.
- Exposure to varying temperatures (72 – 110 degrees F).
- Exposure to slippery floors, noise, and vibrations.
- Ability to adjust to remote wilderness living. Klahoose Wilderness Resort accommodation provided.

### **Job Application Process:**

To apply please send a letter and resume to [team@klahooseresort.com](mailto:team@klahooseresort.com)

Please note due to the high number of candidates only short-listed candidates will be contacted for follow-up.



**QATHEN XWEGUS**  
MANAGEMENT CORPORATION