



Head Chef / Executive Chef

Position Summary

The Head Chef/Executive Chef is responsible for overseeing all culinary operations, ensuring exceptional quality and creativity in menu offerings while managing kitchen budgets, staff, and compliance with safety and sanitation standards. This role is both strategic and hands-on, ensuring operational excellence and customer satisfaction.

The role requires fluency in both written and spoken English.

Key Responsibilities

Develop, plan, and execute creative and cost-effective menus aligned with the company's brand and customer expectations.

Lead, train, and manage all kitchen staff, including Sous Chefs, cooks, and support staff.

Monitor kitchen operations, ensuring food quality, consistency, and adherence to recipes and presentation standards.

Establish and maintain food cost controls, inventory management, and vendor relationships.

Implement and enforce all health, safety, and sanitation standards in compliance with local regulations.

Oversee scheduling, labor cost management, and performance evaluations for kitchen staff.

Collaborate with management on budgeting, special events, and long-term culinary strategy.

Ensure a culture of teamwork, continuous improvement, and culinary innovation.

Key Performance Indicators (KPIs)

Achieve food cost targets within budgeted levels.

Maintain labor costs within approved budget targets.

Maintain food safety and hygiene inspection scores of 95% or above.

Achieve customer satisfaction ratings of 90%+ related to food quality and presentation.

Develop and execute seasonal menu changes within agreed timelines and budget.

Achieve annual staff turnover rates below agreed thresholds for the kitchen team.

Achieve CTO for the Depart at or above 55%.

Qualifications

Culinary degree or certification preferred.

5–10 years of progressive experience in professional kitchens, with at least 3 years in a leadership role.

Proven track record in menu design, cost control, and team development.

Strong leadership and interpersonal skills

Fluency in both written and spoken English is required.

Ability to work in a fast-paced, high-pressure environment while maintaining high standards.