



## Position Description

### Commis Chef – Grade 3 Level 4

#### Purpose of Role

The Commis Chef is responsible for supporting kitchen operations through consistent preparation and service of food in line with Bright Brewery standards. The role contributes to food quality, kitchen efficiency and food safety, while developing skills under the guidance of the Sous Chef and Head Chef.

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#### Reporting

Reports to the Sous Chef.  
Works under the direction of the Head Chef and Sous Chef as part of the broader kitchen team.

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#### Key Responsibilities

##### Kitchen Operations & Execution

- Prepare and cook food to established recipes, standards and portion requirements
- Support service delivery during peak periods with consistency and efficiency
- Maintain a clean, organised and functional workstation at all times
- Assist across all kitchen sections as required

##### Food Safety & Compliance

- Adhere to all food safety, hygiene and HACCP standards
- Ensure correct food handling, storage and stock rotation
- Maintain cleanliness of kitchen, prep and storage areas
- Report hazards, incidents and equipment issues as required

##### Stock & Preparation Support

- Assist with stock intake, checking and storage of deliveries
- Support stock rotation and minimise wastage
- Prepare ingredients and meals in place for service
- Follow systems to ensure consistency and efficiency

##### Team Support & Development

- Work collaboratively within the kitchen team to deliver service outcomes
- Take direction from Sous Chef and Head Chef to improve skills and performance
- Support training and development of less experienced team members where required
- Contribute to a positive, respectful and high-performing team environment

#### **Cost Awareness**

- Follow recipes and portion controls to maintain cost consistency
- Minimise wastage and report any issues impacting food cost
- Support efficient use of stock and resources

#### **Communication & Collaboration**

- Maintain clear communication with kitchen team and FOH where required
  - Support smooth coordination between kitchen and service teams
  - Escalate issues, delays or stock concerns promptly
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#### **Authority**

- Responsible for execution of food preparation within set recipes and standards
  - Authority to manage own section during service under direction of Sous Chef
  - Responsibility to report operational, safety or quality issues to senior kitchen staff
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#### **The Position Involves**

- Working in a fast-paced, high-volume kitchen environment
  - Standing for extended periods and performing repetitive tasks
  - Manual handling including lifting and moving stock
  - Working across varying shifts including evenings, weekends and public holidays
  - Maintaining high standards under pressure
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#### **Skills Required**

- Qualified Chef
- Strong understanding of a range of cooking techniques and kitchen operations
- Food Safety Certification
- Ability to work in a high-volume environment
- Strong work ethic, reliability and attention to detail
- Ability to follow direction and work as part of a team
- Clear communication skills

- Interest in food, local produce and continuous improvement
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### Position Details

- Full Time, Part Time or Casual role
  - Includes weekends, evenings and public holidays
  - Uniform and tools (including knives) to be maintained to a professional standard
  - Remuneration aligned to experience and classification
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### Values Alignment

The Commis Chef is expected to consistently demonstrate Bright Brewery's values:

- **Authentic** in approach to food and teamwork
- **Sustainable** in minimising waste and respecting product
- **Active** in learning, contributing and improving
- **Inclusive** in behaviour and team interaction



### WE ARE AUTHENTIC

- We are genuine in everything we do.
  - We do what we say and stand by it.
  - We present our business and products truthfully.
  - We use quality, natural ingredients to create honest products.
  - Our relationships are built on trust and respect.
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### WE ARE SUSTAINABLE

- We respect and protect our alpine environment.
- We reduce our impact across all operations.
- We make decisions for long-term strength and resilience.

- We create lasting value for our community, team, and customers.
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#### **WE ARE ACTIVE**

- We embrace the outdoors and active lifestyles.
  - We show up and contribute to our community.
  - We continually evolve our products and experiences.
  - We take a hands-on approach and keep pushing forward.
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#### **WE ARE INCLUSIVE**

- We create a space where everyone feels welcome.
- We value diversity and different perspectives.
- We foster a culture of respect and belonging.
- We design experiences so no one is left out.
- We remove barriers so more people can engage.