



Position Description

Sous Chef

Purpose of Role

The Sous Chef is responsible for supporting the Head Chef in leading all kitchen operations at Bright Brewery, ensuring a high-quality, consistent and efficient food offering. The role is accountable for day-to-day kitchen execution, team leadership and maintaining standards across service, food safety and systems.

Reporting

Reports to the Head Chef.

Works closely with the Head Chef and supports alignment with the Assistant Venue Manager and broader venue operations.

Key Responsibilities

Kitchen Operations & Service Execution

- Lead kitchen operations in the absence of the Head Chef
- Ensure consistent execution of food during service periods
- Maintain high standards of food preparation, presentation and portion control
- Manage kitchen workflow and performance during peak service

Food Safety & Compliance

- Ensure all kitchen operations meet food safety, hygiene and HACCP standards
- Maintain a safe working environment in line with OH&S requirements
- Report observed hazards or incidents in a timely manner according to company policies and procedures
- Monitor cleanliness, organisation and equipment standards
- Conduct regular checks and safety audits and report any risks or required improvements

Team Leadership & Supervision

- Provide day-to-day leadership and direction to kitchen team members
- Allocate tasks, manage service flow and monitor team performance
- Support training, onboarding and development of kitchen staff

- Assist in supervising and training apprentices, junior chefs and kitchen hands
- Foster a positive, productive and respectful team environment

Labour & Rostering Support

- Support rostering and labour management in line with budget expectations
- Assist in managing staff hours, breaks and productivity during service
- Provide input on staffing requirements and performance

Menu Execution & Development Support

- Support the Head Chef in menu development, specials and improvements
- Ensure all dishes are executed to agreed recipes and standards
- Contribute ideas for menu innovation aligned to brand and seasonality

Stock & Inventory Control

- Assist in ordering, receiving and managing kitchen stock
- Ensure correct storage, rotation and handling of all products
- Assist in undertaking stocktakes and inventory management
- Monitor and minimise wastage

Cost Control & Commercial Awareness

- Ensure adherence to portion control and recipe consistency
- Support cost control across food, labour and waste
- Contribute to maintaining kitchen financial performance

Systems & Process Support

- Support implementation and improvement of kitchen systems and procedures
- Ensure consistency in preparation, service and operational standards
- Maintain clear communication between kitchen and FOH teams

Communication & Collaboration

- Maintain clear communication with Head Chef and kitchen team
- Work collaboratively with FOH leadership to ensure smooth service delivery
- Escalate operational issues, risks or resourcing needs as required

Authority

- Authority to manage kitchen operations during service in absence of Head Chef
- Authority to allocate tasks and direct kitchen staff during shifts
- Authority to provide feedback and guidance to team members
- Authority to manage stock and ordering within approved budgets

Limitations:

- Cannot exceed budgeted costs or make significant operational changes without approval from the Head Chef or Venue Manager
-

The Position Involves

- Working in a high-volume, fast-paced kitchen environment
 - Leading service periods and supporting team performance
 - Standing for extended periods and performing manual tasks
 - Working across flexible hours including evenings, weekends and public holidays
 - Being hands-on in both leadership and food preparation
-

Skills Required

- Qualified Chef with experience in a similar role
 - Strong understanding of kitchen operations and service delivery
 - Proven ability to lead and support a team in a fast-paced environment
 - Sound knowledge of food safety, hygiene and compliance requirements
 - Food Safety Supervisor Certificate
 - Ability to manage time, prioritise tasks and work under pressure
 - Strong communication and organisational skills
 - Understanding of kitchen financials including cost control and stock management
 - Interest in food, local produce and continuous improvement
-

Position Details

- Full Time role
 - Includes weekends, evenings and public holidays
 - Remuneration aligned to experience and performance as per employment contract
-

Values Alignment

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

- **Authentic** in leadership, food and communication
- **Sustainable** in food handling, waste reduction and operations
- **Active** in service, improvement and team contribution
- **Inclusive** in team culture and behaviour



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.
-

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.
-

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.
-

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.