



Kupu Culinary Sous Chef

POSITION DESCRIPTION

Kupu is a 501(c)(3) nonprofit organization which aims to empower youth to serve their communities through character building, service learning, and environmental stewardship. Kupu aims to train and equip young adults in Hawaii and throughout the Pacific Rim with work skills, life skills, and knowledge to help them become successful as individuals and as part of the greater community. Kupu is staffed by people with a heart to better Hawaii while working as a team with a purpose of doing what is pono for Hawaii and its people. Kupu is a team-focused, vibrant, and synergistic organization whose culture is dynamic and seeks to make a larger impact on Hawaii.

Kupu Culinary Program Goals

- Provide training and education in a basic culinary program to Hawaii's youth
- Help to expose youth to conservation issues and develop an environmental mindset through the culinary and hospitality industries
- Assist community development through skills training, job and internship placement, and career pathway development

Kupu Culinary Business Goals

- Provide training and employment opportunities for Kupu alumni
- Develop a self-sustaining business that supports existing Kupu programs

Reports to: Chef Instructor

Job Summary

Regular, Full-Time Position, Located in Honolulu, Hawaii, dependent upon program/operational needs and availability of funds.

Manages a Multi-unit and multi-location food and beverage operations for the Kupu Culinary Program. Develops, manages, evaluates and participates in all aspects of Kupu Culinary including the preparation, production, and operation of food and beverage service program. Assists Chef Instructor in training and supervision of employees and program participants. Directly supervises line level employees in the proper purchasing, receiving, storage, preparation, and production of food and beverage products to ensure that all standards are met or exceeded. Implements long-range plans, policies and procedures ensuring compliance with all Federal and State laws, rules, regulations, requirements, and standards. Assists Chef Instructor to oversee proper food and beverage service, utilizing standards of quality service. Supervises, instructs and assists employees and in maintaining area and ensuring equipment are in a sanitary condition. Partners with Chef Instructor to ensure the financial health of the food service operation achieved through the implementation of strategies that optimize all resources and controls all costs.

Position Duties and Responsibilities

- Performs all aspects of cooking required to run Kupu Culinary Services
- Plans, develops, manages and evaluates a multi-unit food service program
- Develops, administers and interprets all policies and procedures governing a multi-unit program



- Assists Chef Instructor in supervision and evaluation of the work performed by subordinate food service staff
- Determines budgetary and other resource requirements (staffing food equipment and supplies) for the multi-unit multi-location food services program. Develops budget and expenditure plans.
- Ensures compliance with all applicable laws, rules, regulations, requirements, and standards
- Develops long-range plans and policies and procedures for the multi-unit food service programs in Kupu Culinary
- Performs other duties as needed

Position Requirements

An equivalent combination of education and experience may substitute for the requirements listed

- Education:
 - Associate's Degree from an accredited community college with specialization in a related field
 - Or High School Diploma or G.E.D. equivalent with ten to twelve years of experience
 - Or ACF Certification at Certified Executive Chef (CEC) level or higher
- Minimum six years of food service management experience with demonstrated knowledge of menu formation, purchasing of food supplies, fiscal management, basic nutrition, safety and sanitation practices, effective work organization practices effective work organization, staff utilization, and report writing.
- Experience and/or training/education in multi-unit food service facilities management
- State of Hawaii Department of Health certified.

Desired Skills and Experience

- Bachelor's Degree from an accredited four year college or university with specialization in a related field
- Working experience in a commercial kitchen as a Sous Chef or a higher kitchen production position.
- Experience in quantity cooking including stocks, soups, sauces, short order cookery, cold food pantry, plated desserts and casual or fine dining cuisine, catering experience both front and back of the house.
- Experience as an instructor or trainer in the field of culinary arts.
- Effective written and oral communication skills
- Effective interpersonal organizational and management skills.
- Experience utilizing technology in instruction and curriculum development as needed
- Strong team and interpersonal skills

Compensation: Competitive compensation rate, dependent on experience, with generous benefits

To Apply: <https://www.hrsymphony.com/hrs/apply/1034/A6Q9>

In accordance with Federal Law, Kupu is prohibited from discriminating on the basis of race, color, national origin, sex, age, or disability.