



Date: 10/2/18
Position Title: Chef De Cuisine
Classification: Full-time, Year-Round

Department: F&B / Bavarian
Reports to: Bavarian GM

Company Overview:

Here, at the end of a box canyon surrounded by wilderness where the Rockies begin in the shadow of the iconic Kachina Peak is a place situated off the map of ordinary. A place that since its first lift was installed over 60 years ago has strived to stay true to its roots while growing better rather than bigger. Here we get a glimpse of the future, a ski area that is redefining what a year-round mountain resort can look like. A place that is independent, free-spirited, and intimate in scale. A place that is more home than destination, more retreat than resort, and the people that come here are more family than guests.

This defining drive to be better is at our core, but better means more than how we do business, it reflects what nature and history has so generously given us. Big vertical and terrain, abundant snowfall and sunshine, and a rich cultural mosaic formed by the heritage of its original Pueblo people and vibrant Hispanic influences. By its community of artists and artisans and by the adventurers drawn to its spectacular wilderness. Today, amidst this enduring character are the winds of change, it's a revitalization of Taos Ski Valley that will preserve both our values and our environment, while reinvesting in lodging, infrastructure, lifts, snowmaking, and facilities. Our goal still is to grow better rather than bigger and to create something that is unique in approach that is supportive of our environment, our community and our culture. This vision for the future has helped make us the first ski resort in the world to earn B Corp Certification. It's a symbol of where we're headed and what we stand for.

Job Overview:

Chef De Cuisine is the senior culinary operations team member in the restaurant responsible for all operational, administrative, and financial results related to the food program. This senior leader oversees kitchen operations, staffing, culinary training, menu development, recipe costing, expense management, food safety, physical safety and related special events requiring culinary components. This role carries an expectation to be fully accountable for the culinary program while also being a supportive partner with the service team and management to support an overall successful business venture with a positive workplace culture and satisfied guest experiences.

This job description is intended to be a broad description of duties. You will be expected to carry-out all responsibilities in accordance with the organization's policies and applicable laws. Specific information on duties and policies can be found with your supervisor or in the Employee Reference Guide. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential job functions.

Essential Job Responsibilities:

- Reliable attendance and example setter on all scheduled work days.
- Manage all kitchen operations for including catering and special events.
- Lead, train & mentor all kitchen personnel to execute culinary responsibilities to standard consistently while creating a strong team relationship.



- Create weekly schedules based on forecasted resort business maintaining a proper balance of labor vs revenue.
- Forecast food consumption on a weekly basis and requisition food from purchasing department to fulfill the finished meal volume to meet demand.
- Design menus using locally sourced ingredients whenever possible and specific Bavarian specialty ingredients to create and deliver well prepared, flavorful and authentic dishes to support the regional style.
- Create menu cards for each menu item creating consistency in production and food cost adherence; working with management team to ensure menus are priced appropriately to accomplish business objectives.
- Maintain impeccable back of house cleanliness standards that meet local health code at all times conducting monthly self-health department walks unannounced with assistant/culinary supervisor.
- Develop relationships with local farmers and farmers markets to increase community involvement in menus.
- Create and maintain an environment of creativity, constant learning, experimentation and continued R&D on specific Bavarian cuisine.
- Participate in growing F&B business management efforts to grow skills and awareness to properly manage revenue, cost of goods, wages, direct operating expenses and profitability.
- Perform weekly food product inventory in order to best maintain freshness, monitor throughput, reduce waste, spoilage and theft.
- Engage in positive daily menu meeting / line-ups representing the culinary team and food program with frequent sampling, product knowledge and salesmanship ideas.
- Hire and train all back of house culinary team using a training plan approved by the food & beverage director. Retraining should take place seasonally.
- Create and maintain kitchen maintenance logs to monitor kitchen equipment issues and cleaning.
- Aid in maintaining culinary social media presence by producing 1 culinary entry for social media.
- Perform a quarterly inventory of equipment and utensils and prepare recommendations for purchase to ensure proper tools for staff are always available.
- Visit tables and guests in dining rooms on a daily basis to perform quality checks.
- Take part in catering event tastings for events taking place at The Bavarian as well as sitting with guests to understand preferences and customize guest experience to win catering business.
- Completed safety training and follows all of company safety and security policies and procedures.
- Move, lift, carry, push, pull, and place objects weighing less than or equal to 25 pounds without assistance. Reach overhead and below the knees, including bending, twisting, pulling, and stooping. Stand, sit, or walk for an extended period of time.

Additional duties as requested by the Director of Food & Beverage and General Manager.

Knowledge/Skills/Abilities

- Culinary or Bachelor's Degree or equivalent experience
- ServeSafe certified
- 3-5 years previous culinary leadership experience
- 3+ years of high volume / high quality kitchen management experience



- 2 years of experience in a chef-driven casual fine dining environment
- Knowledge, interest and skills in European or German / Bavarian cuisine preferred
- Able to lift up to 50 lbs safely

Work Environment:

Must be able to work in a fast-paced environment. TSVI is located in a high altitude alpine environment. Position may require travel on uneven, snow packed, or icy terrain and may be exposed to wet, cold and/or humid conditions.

Physical Demands of Position Include:

Weight	# per shift
Up to 10 lbs.	+1
Up to 25 lbs.	+1
Up to 50 lbs.	+1
> 50 lbs.	+1

Activities	% of Time
Standing	100
Walking	100
Sitting	15
Reaching	90
Climbing/balance	50
Talk or Hear	100
Taste or smell	100
Outdoors	25
On Snow	25



Total Compensation Package:

This is a full time, year-round position with benefits including 75% of healthcare insurance paid by us, company paid life insurance and long-term disability insurance, a la carte benefit package options & policies to support quality of life such as 3 paid volunteer days, PTO and Wellness days, parental leave benefits & a 3% match on 401K contributions with socially responsible options!

Objectives of our overall compensation philosophy include:

- Fairly & competitively compensate within our region, industry & larger marketplace while keeping with our B Corp ethics
- Pair equity amongst genders and similar types of work, rather than relying on past wage history
- Support pay transparency & encourage openness on compensation topics
- Conducting regular, organization-wide pay analyses to ensure fair and unbiased compensation
- Rewarding those that are results-driven, contribute positively & bring additional value to the organization by aligning with our organization's overall goals, B Corp ethics and sustainability guidelines.

Other sweet perks include:

- Free season pass
- Family & Friends discounted tickets
- Retail, Rental, F&B, Lodging & Recreational discounts
- Totally cool deals on awesome gear
- Lift ticket discounts to partner resorts
- Free employee shuttle
- Access to wellness programs and gym discounts!
- A robust Employee Assistance Program offering all kinds of wonderful perks!
- Employee Referral Bonus
- Domestic partner benefit
- Internal recognition programs
- Awesome staff events and cultural experiences
- ...did we mention the views are gorgeous?!

Background Check

Positions dealing with children, of safety sensitive and/or confidential nature, require driving or positions that handle cash may require a background check and MVR check. Employment is contingent upon a favorable background check and MVR check.

Inclusiveness:

Here at Taos Ski Valley, Inc. we want you to Be Yourself! We are proud to be an Equal Opportunity Employer which means your gender, your sex life, your skin color, your age, disability, DNA, military status, who you love or your religious beliefs are all welcomed and appreciated here. We prefer to base our hiring on your values, your experience & qualifications and your passions! So, if you're stoked about the mountain, want to work for a B Corp, have a positive, can-do attitude and are good at what you do, then WE WANT YOU!

Revised Date and By Whom: 10/2/18 Chris Goss – Interim Director of Hospitality