

Tall John's, a neighborhood tavern opening in October 2022, is hiring Line Cooks. This is a full-time, hourly position with comprehensive benefits (medical, life, paid time off, staff meal, discounts). Tall John's is located in the Montford neighborhood in Asheville, NC.

The Line Cook reports directly to the Sous Chef.

JOB OVERVIEW

The Line Cook works with the rest of the kitchen team to prepare, cook, taste, and plate food that meet the standards set forth by the Sous Chef and Executive Chef. The Line Cook has a passion for honest food, pays attention to the details, has a strong ethic for work, and is eager to learn and grow as an employee at Tall John's. The Line Cook works in a fast-paced environment in an open kitchen: they are an effective communicator and a composed member of the team.

PRIMARY RESPONSIBILITIES

- Exhibit and encourage best practices: earnestness, kindness, dedication, thoroughness, efficiency, humility, enthusiasm, curiosity, proficiency.
- Communicate clearly, earnestly, and appropriately.
- Help to create and maintain a welcoming and warm environment for every guest, always.
- Adhere to the specific policies and standards as established by the management team.
- Work with a sense of composed urgency.
- With minimal assistance, perform prep tasks in a timely manner as assigned by the Sous Chef or Executive Chef.
- With minimal assistance, set up, work, and break down stations in the kitchen.
- Maintain clean, efficient, organized mise en place on designated station and contribute towards overall cleanliness, efficiency, and organization in the kitchen.
- Operate, maintain, and properly clean facilities, tools, and kitchen equipment.
- Keep team and direct supervisor promptly and thoroughly informed of problems, stock issues, matters of significance, etc.
- Work a flexible schedule as business dictates: this occurs in open communication with Sous Chef and Executive Chef.
- Adhere to all policies and standards regarding safety and sanitation, as established by the management team.

PHYSICAL DEMANDS AND WORK ENVIRONMENT

- Must be able to move and/or handle equipment, product, etc. weighing up to 50 pounds.
- Must be able to work varied hours/shifts as business dictates.
- Must be able to stand for up to 8 hours a day in a warm environment.
- Must be able to tolerate potential allergens: peanut products, egg, dairy, gluten, soy, shellfish, etc.

SCHEDULE

35-40 hours per week. Generally 4-5 days per week.

EVALUATION

- Quarterly check-in with Sous Chef.
- Annual performance and salary review with Sous Chef and Executive Chef.
- Feedback from team members, Sous Chef, Executive Chef, Assistant Manager, General Manager.

COMPENSATION

- \$18 hourly rate + your share of the 5% BOH gratuity applied to all checks (for example: the restaurant's sales are \$5000, the 5% BOH gratuity adds about \$7/hr. for the BOH staff).
- Annual salary reviews with opportunities for discretionary bonuses

BENEFITS

- Comprehensive Medical Benefits, including enrollment in Direct Primary Care (through Integrative Family Medicine here in Asheville), Medical Cost Sharing (through Sedera), Dental, and Vision. Mental health care is a work in progress. Available after 60 days of employment.
- Life insurance. Available after 60 days of employment.
- PTO. Available after 60 days of employment.
- Daily staff meal.
- Discounts on food and merchandise.