Kitchen Lead Job Description

Lincoln Inn @ Faranda's Restaurant & Catering
Reports To: Back of House Operations Manager

Our Core Values

1. Helpful: We embrace cooperation and teamwork, always willing to assist a coworker or a customer to ensure a successful outcome for everyone involved.

2. Hard-working: We are determined and dependable, with a commitment to getting the job done efficiently and tenaciously.

3. Humble: We are willing to help and serve others, embracing new ideas and feedback with a grateful and appreciative spirit.

4. Pride in work: We are committed to delivering a high-quality product by paying consistent attention to every detail in our food, facilities, and service.

5. Positive attitude: We approach our work with an upbeat and optimistic mindset, finding ways to have fun and enjoy the process while serving our guests.

Position Summary

Lincoln Inn is seeking a Kitchen Lead to oversee daily kitchen operations and ensure exceptional execution across restaurant service, catering, and banquet events.

This position serves as the leader of the kitchen team, providing direction, accountability, and support to line cooks, event cooks, and bakery staff. The Kitchen Lead is responsible for ensuring food is prepared safely, consistently, and on schedule while maintaining a clean, organized, and efficient kitchen environment.

The ideal candidate is a hands-on leader who enjoys developing people, takes pride in quality work, and thrives in a fast-paced hospitality environment.

Kitchen Leadership & Team Development

- Lead, coach, and hold accountable line cooks, event cooks, and bakery staff.
- Set daily priorities and ensure team members understand production goals.
- Foster a positive, professional, and team-oriented work environment.
- Assist with training and development of kitchen staff.
- Lead by example through strong work ethic, professionalism, and attention to detail.

Food Production & Execution

- Oversee all food production for restaurant service, catering, and banquet events.
- Ensure food is prepared according to recipes, quality standards, and production schedules.
- Monitor food quality, presentation, consistency, and portion control.
- Work alongside the team during service and production periods to ensure successful execution.

Production Planning & Inventory Support

- Ensure all prep work is completed accurately and on time.
- Review upcoming business levels and production requirements.
- Forecast production needs and communicate ordering requirements to the BOH Operations Manager.
- Regularly evaluate inventory levels and identify items that need replenishment.
- Help ensure the kitchen is prepared for upcoming events and service demands.

Food Safety & Sanitation

- Maintain strict adherence to food safety and sanitation standards.
- Ensure all team members follow proper food handling procedures.
- Monitor storage, labeling, rotation, and temperature controls.
- Promote a culture of safety and cleanliness throughout the kitchen.

Kitchen Organization & Cleanliness

- Maintain a clean, organized, and efficient kitchen environment.
- Ensure daily cleaning tasks are completed to standard.
- Identify and address maintenance, organization, and cleanliness concerns proactively.
- Hold team members accountable for maintaining workplace standards.

Qualifications

- Previous kitchen leadership, lead cook, sous chef, or supervisory experience preferred.
- Food handlers Certification or food manager certification is required.
- Ability to lead and motivate a team in a fast-paced environment.
- Strong organizational and communication skills.
- Ability to prioritize multiple responsibilities and adapt to changing demands.
- Willingness to work nights, weekends, and special events as needed.
- Catering or banquet experience is a plus.
- Bilingual (English/Spanish) is a strong plus.

What Success Looks Like

- Prep is completed accurately and on time.
- High food quality standards are maintained across restaurant and catering operations.
- The kitchen remains clean, organized, and inspection-ready.

- Team members are developed through coaching and accountability.
- Production needs are anticipated and communicated proactively.
- A positive culture focused on teamwork, quality, and service is created.

Compensation & Benefits

Pay/ Benefits

- $22.00 – $25.00 per hour
- Quarterly Bonus plan eligibility based on hitting company sales goals and profitability goals.
- Compensation is based on leadership ability, experience, and demonstrated performance.
- Company-matched IRA retirement plan
- Complimentary shift meals
- Opportunities for professional growth and advancement
- Consistent, year-round work across restaurants, catering, and banquet operations
- Supportive team environment with a focus on development and accountability

Schedule Expectations

- Full-time position. Schedule expectations five days a week plus overtime.
- Availability to work a flexible schedule including evenings, weekends, and special events as business needs require.

Why Join Our Team?

At Lincoln Inn, we believe food is more than just a meal—it's a way to bring people together. Our purpose is to create community through food and hospitality, whether we're serving breakfast to regulars, celebrating life's biggest milestones, or catering events across the region. We foster a culture built on teamwork, genuine care, and pride in creating memorable experiences for every guest. If you're looking for meaningful work where you can make a difference in people's lives every day, we'd love to have you on our team.