

Job Posting: Zeitgeist Restaurant & Bar Line Chef

Zeitgeist Center for Arts and Community

About Zeitgeist

Our mission is to practice the art of growing a healthy, connected community empowered to create and thrive.

[Zeitgeist](#) is a non profit arts and community development organization committed to growing and sustaining a community that is inclusive, diverse, creative and sustainable; a place where every individual can thrive. Working in partnership across the region, Zeitgeist connects like minded organizations and people to collaboratively create programs that make lasting change.

Headquartered in downtown Duluth, MN in the Zeitgeist Arts Building, Zeitgeist is seeking a leader to help carry out our mission through our onsite bar and restaurant.

Core Commitments

We have a unique approach to creating long term, positive change in our community. Zeitgeist is not defined by any one program or set of programs. Instead, we are defined by a set of core commitments aimed at shaping the long term character of our community.

1. Creativity - Creative expression, cultural representation, and the arts can help build new connections across the diversity of our society, and open up new opportunities for people to engage with their community.
2. Inclusivity - Zeitgeist belongs to the community, and our programming and operations proudly represent our entire community. Our work is about ensuring all members of our community live a thriving, connected, healthy life.
3. Sustainability - Zeitgeist's work should contribute to sustainable environmental, economic, and community practices.

Zeitgeist Inclusivity Statement*

- We value a culture of self-expression and support the rights of Indigenous people, LGBTQAI+ people, women, and people of color.
- We actively work to build social systems of equity and inclusivity while dismantling systems of oppression.
- We actively create spaces, built and unbuilt, that support all abilities.
- We support and engage in sustainable approaches to interacting with our shared land, air, and water.
- We acknowledge that we are located on land ceded by the Anishinaabe in the 1854 Treaty and that this land, historically and today, holds great significance for Indigenous peoples.

*We expect this list to evolve and we expect to make mistakes. And to be honest, Zeitgeist does not represent our inclusivity, sustainability, or creativity goals. Nonetheless, we're committed to forward progress, and we're looking for applicants who see themselves as partners in this work.

Job Purpose

The Line Chef is responsible for the daily production of food related prep and menu items as well as the cleaning, care, maintenance and storage of all back of house related materials.

The Zeitgeist Restaurant & Bar Line Chef reports to the General Manager/Executive Chef.

Line Chef Primary Duties & Responsibilities

General

- Prepare recipes and menu items to specified standards in regards to quality, quantity, and time.
- Maintain a required level of personal hygiene.
- Ensure a sanitary kitchen environment and work station(s).
- Perform other duties and responsibilities as required or requested.

Financial

- Aid in the reduction and tracking of food waste, wasted efforts and inefficient procedures.
- Ensure items are prepared according to specifications and standards (Portion control, batch size/quality control).
- Adhere to company standards and service levels to increase sales and minimize costs.

Back of House safety and planning

- Assist in creation, production, and maintenance of unique menu items.
- Adhere to best practices of food safety standards and kitchen organization and cleanliness.
- Comply with operational standards, company policies, federal/state/local laws, and ordinances.
- Assist in maintaining a professional restaurant image including restaurant cleanliness, proper uniform, and appearance standards.

Guest service

- Assist in the creation of positive guest experiences through proper and timely production of quality food.
- Openly receive feedback if/when standards are not met to ensure dissatisfied guests become return guests.

Operational responsibilities

- Make and produce all food prep and menu related items according to specific guidelines, performing various cooking methods.
- Maintain general kitchen cleanliness, sanitation, organization and safety.
- Every team member is responsible for dishwashing.
- Assist in the control of food cost and waste by ensuring correct portion sizes and recipes are being followed.
- Assist in monitoring ingredients and inventory in order to ensure freshness and quality.
- Rotate and stock inventory as needed per station.
- Assist in ensuring a safe working environment for team members and guests to help reduce the risk of injury or incidents. Give timely feedback on perceived issues to help management in providing a safe environment.

Personnel

- Maintain a professionally courteous attitude with fellow line chefs, front of house management, front of house team members, other fellow non-restaurant Zeitgeist team members and managers/board members, and guests.

- Participate in an interactive and living dialogue with management to set goals for growth and development.

Community Involvement

- Support the organization in providing a strong presence in the local community with community involvement by restaurant personnel.

While thorough, this job description is a living document and we are looking for team members who will be a part of adapting, changing, and growing as needs and goals are developed.

The Ideal candidate will be proficient in or capable of:

- Lifting at least 50 lbs above waist high many times in a shift.
- Various cooking techniques (i.e. sauté, grilling, braising, roasting, baking, slicing, chopping, mixing, searing, frying, smoking, et al.).
- Working multiple hours while on your feet in a dynamic, quickly changing environment.
- Communicating well with other team members, as well as with guests. (Examples: “Hot,” “Sharp,” “Behind you,” “Corner,” “Ready to plate on”)
- Ability to coordinate multiple tasks in correct sequencing to ensure proper timing of food production.
- Willingness to be coached and to participate in an interactive goal setting process.
- *Preferably has their own knives, but some ‘house knives’ will be available as needed.

Qualifications / Education / Experience / Licensing Requirements

Within your Resume and/or Cover Letter, please describe:

- Prior line chef/cook experience.
- Any relevant education, degrees, certifications, or licenses

Key Performance Indicators

- Keeps Executive Chef/General Manager promptly and fully informed of all issues (i.e. problems, unusual matters of significance and positive events).
- Completes job responsibilities and performance objectives in a timely and effective manner.
- Maintains a favorable working relationship with all company employees to foster and promote a cooperative and harmonious working climate which will be conducive to maximum employee morale, productivity, and efficiency/effectiveness.

Job Status & Salary

This position can be a full-time or part-time hourly employee of Zeitgeist. Hours may vary based on the volume of business. The typical starting hourly rate for the line chef position will be \$16-\$18/hour plus bonus perks. Employment with Zeitgeist will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. As an employee of Zeitgeist, you are also eligible for PTO, complimentary movies, preview nights for Renegade shows, one meal per shift, and soda and coffee as appropriate. Upon reopening as we continue to grow and evolve as an organization, additional employee benefits will be prioritized and offered as available.

To Apply

The position will remain open until filled by an appropriate candidate.

Please send via email to Stevie Twining at stevie@zeitgeistarts.com the following application packet:

- CV or Resume
- Three professional references may be asked for in a future part of the consideration process