

## POSITION DESCRIPTION

Position: Lead Cook/Trainer  
Program: Mather Community Campus (MCC) Status: Non-exempt  
Reports to: Food Service Director Date Revised: 10/2017

### POSITION SUMMARY:

The Lead Cook/Trainer is responsible for assuring quality service to all program participants in a compassionate and professional manner as it relates to the specific program objectives. Objectives include preparing meals and serving meals to clients at the designated programs; receive and inventory foods, equipment and janitorial cleaning supplies; train and direct the work of others in the kitchen as assigned. The Lead Cook/Trainer will demonstrate supportive interaction with program participants and team members, and perform all work duties as required. Work is performed in a cost effective and service oriented manner as it relates to established organizational standards.

### OBJECTIVES/ACTIVITIES:

- A. Responsible for performing daily work requirements to achieve established objectives of the department.
  - 1. Direct and participate in the preparation, cooking, and serving of meals in an institutional kitchen facility.
  - 2. Participate and oversee in storing, preparing, cooking, serving, and disposing of food and meal items.
  - 3. Ability to perform duties in safe sanitary food handling and proper preparation.
  - 4. Ability to perform proper safety procedures for all equipment used in a kitchen.
  - 5. Assure security of supplies and all areas of responsibility.
  - 6. Determine amount of food needed to prepare planned menu.
  - 7. Prepare special diets as required.
  - 8. Measure and mix ingredients according to recipe , using a variety of kitchen utensils and equipment , such a mixers , food processors , and slicers.
  - 9. Cut and carve all types of meat, fish, and poultry.
  - 10. Bake, roast, broil, and steam wide variety of meats, fish, poultry, and main dishes; add seasonings to food during mixing or cooking according to recipe requirements.
  - 11. Prepare and cook sauces, soups, and gravies.
  - 12. Bake rolls, cakes, and pastries.
  - 13. Perform skilled cooking tasks for a variety of foods using institutional kitchen equipment.
  - 14. Direct and participate in the cleaning of dishes, pots, and kitchen equipment, as well as floors and walls of the kitchen, storeroom, and dining area.
  - 15. Inspect the cleanliness of the kitchen and dining area.
  - 16. Perform related duties as assigned.
  
- B. Responsible for all areas of daily program maintenance in compliance with company policies.
  - 1. Document and report all variations in food preparations and meal delivery that can impact the program operations and security.
  - 2. Complete and maintain all records, logs, safety logs, and incident reports.

3. Monitor inventory of program equipment and supplies and take appropriate action to replace or restock as needed.
  4. Secure approval for exceptions to standard policy.
  5. Notify management of potential workflow problems and resource needs necessary to attain performance standards.
  6. Adhere to staffing schedules in order to provide adequate/safe staffing coverage and to accomplish program objectives.
  7. Communicate with service providers and external representatives as required.
  8. Direct available resources as required.
- C. Responsible for training and development of new staff.
1. Assist in department orientation and training for new employees as requested to assure quality work outcomes.
  2. Identify appropriate ongoing training for both new and existing staff and report needs to management.
  3. Serve as part of the program development team by providing information and support for the development of quality operations.
  4. Maintain an above average working knowledge of fire, safety, and health standards to assure safe work environment for clients and all personnel.
- D. Responsible for self-development
1. Continually learn and enhance technical and interpersonal skills.
  2. Attend staff meetings/assigned training seminars and complete required certifications, i.e. CPR, First Aid, etc.

**EQUIVALENT EDUCATION AND EXPERIENCE:**

This position requires demonstrated ability to communicate and comprehend oral and written instructions and to provide services to clients without ethnic or social prejudices. It requires general knowledge of issues and challenges unique to homelessness, substance abuse, young adults, minorities, and persons with disabilities. Specific knowledge and experience with the following is required:

- Principles, procedures, and equipment involved in the large scale preparation of food.
- Sanitation and safety measures pertinent to institutional food service.
- Kitchen sanitation and safety measures used in the operation, cleaning, and care of utensils, equipment, and work areas.
- Basic principles and practice of dietetics and nutrition.
- Basic computer skills.
- CPR and First Aid training within ninety (90) days of employment, re-certification as necessary and T.B. testing annually.
- A valid California driver's license, proof of insurance and clean driving record required.
- Knowledge of addiction and recovery preferred

**SPECIFIC SKILLS REQUIRED:**

Teamwork skills  
 Oral and written communication skills  
 Ability to assist other people  
 Organizational skills  
 Analytical and decision making ability

Cultural Competency \*

\*Cultural competence is defined as a set of values, behaviors, attitudes, and practices within a system, organization, program or among individuals, which enables them to work effectively, cross culturally. Further, it refers to the ability to honor and respect the beliefs, language, interpersonal styles and behaviors of individuals and families receiving services, as well as staff who are providing such services. VOA strives to achieve cultural competence is a dynamic, ongoing, developmental process that requires a long-term commitment. Our focus on cultural competency includes but is not limited to race, ethnicity, sex, gender, sexual orientation, LBGTQ, class, age, ability, religion, and language. Bilingual and translation services are available to client when deemed necessary. All staff are trained annually on cultural competency.

**PHYSICAL REQUIREMENTS**

Lift and move up to 50 pounds  
Stand, walk, bend, stoop, and sit frequently  
Kneel occasionally

**NATURE OF SUPERVISION RECEIVED:**

Daily activities are many times performed independently with accessible guidance and direction from the Program Director or designated lead. Must be able to function both independently and in a team environment working towards attainment of operational goals and contract compliance.

**SUPERVISION EXERCISED:**

This position will supervise other food service staff as needed in the absence of the Program Director.

**RESPONSIBILITIES FOR BUSINESS CONTACTS:**

This position requires daily contact with county/state/city and business entities, clients, and all levels of support staff. The Lead Cook/Trainer is responsible for promoting company image and adhering to company practices and procedures, while establishing and maintaining good working relationships with all clients. Tact, discretion, and resourcefulness are required at all times.

**FINANCIAL RESPONSIBILITY:**

Substantial financial loss through loss of business contracts is possible.

**NUMBER OF EMPLOYEES**

No employees report to this position.

**This Lead Cook/Trainer job description does not constitute a written or implied contract and may be changed as business needs arise.**

Indicate anything that would keep you from meeting the job duties as outlined above.

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Employee Signature \_\_\_\_\_ Date Signed: \_\_\_\_\_