



## JOB DESCRIPTION

Position Title: Finnriver Kitchen Cook (aka Sous Chef)

Date of Hire:

Reports To: Farm Chef; Food Service Director; oversight from owners

FLSA: ☐ Exempt ☒ Non-exempt

Supervises: Kitchen assistants, cooks or other kitchen staff as needed in absence of the Farm Chef

---

### Position Summary

This position works within the Finnriver Food Service team to prepare and serve food for our onsite operation while upholding local health and food safety requirements, and Finnriver policies.

### Essential Functions

*Includes the following along with other duties, responsibilities, and activities may be assigned at any time with or without notice:*

- Food preparation, clean up, and other support work within facility
- Maintain food safety and quality as the number one priority
- Ensure all food is prepared to the recipes and standards set by Finnriver
- Adhere to and follow local health code for safe work practices
- Ensure that all food service areas are kept clean and organized
- Report food quality or facilities issues immediately to manager
- Understand and abide by all Finnriver policies, procedures and systems
- Complete production lists and daily cleaning responsibilities
- Ensure products are labeled, dated, covered and rotated.
- Document waste and spoilage.

### Essential Competencies:

*To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

- At this time, due to covid prevention public health measures, proof of vaccination may be required for some roles
- Valid Washington State Food Handler Card
- Proficient with basic knife skills
- Ability to complete routine reports like daily temperature logs and receiving logs
- Must have a device that is compatible with Finnriver's communication tools (can connect to internet or wifi or cell service)
- Comfort with an internet-connected computer, point-of-sale system, and phone
- Ability to management your time effectively
- Available for flexible work schedule to meet the needs of the Food Service "Tree"
- Adhere to highest culinary standard to ensure consistent, delicious food.
- Create a positive work environment for yourself and fellow crew members:

- Be adaptable with a spirit of adventure and willingness to work in an evolving environment
- Arrive on time (or with communication) awake, healthy, sober, and ready to begin the day's tasks
- Conduct oneself with consideration for other crew members and the public, in terms of language, dress and behavior
- Meet the physical requirements of the job:
  - Able to work full time shifts with stamina and pace to get the job done correctly
  - Able to work in a standing position for the majority of the shift
  - Able to regularly lift and move 30 pounds
  - Able to work both indoors and outdoors
  - Work in close quarters with others while remaining focused on tasks
  - Ability to confidently and kindly work with crowds
- Maintain a friendly, outgoing, welcoming and engaged communication style
  - Excellent verbal communication skills
  - Communicate regularly with owners, managers and crew to maintain open, productive and positive interactions.
  - Make everyone feel welcome
- Commit to learning about our product line and becoming an informed advocate for our cider
- Become educated about our mission and core values
- Promote ecologically sound practices across all activities
- Commit to increasing and upholding equity, inclusion and justice in the workplace
- Able to follow-through and commit to finding beauty in the details
- Willingness to problem-solve independently while also taking direction from Food Service Director and Lead Cook and owners
- Maturity and capacity for engaging industry professionals such as store buyers, chefs, club members, and the public

**Supervisory Responsibilities:**

This position might supervises kitchen assistants in the absence of the Farm Chef/Food Operations.

**Work Environment:**

Inside kitchen complex

I have read, understand and am able to perform the essential functions of this position with or without accommodations.

\_\_\_\_\_  
Employee (Print Name)

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

## Sous Cook

### PHYSICAL REQUIREMENTS AND POTENTIAL HAZARDS

The following identifies the physical demands and potential hazards typically encountered by this position. The information is necessary in part to ensure compliance with the Americans with Disabilities Act and the OSHA Blood borne Pathogens Standards. These can reasonably be anticipated in the normal and customary performance of the essential functions of your work.

**NA:** Not applicable, not required of this position.

**NE:** Requirement is present, but is not essential to the position.

**O:** Occasional, up to 33 percent of the time and essential to the position. (For example, a lifeguard swims only occasionally, but it is essential that a lifeguard be able to swim.)

**F:** Frequent, 34-66 percent of the time.

**C:** Continuous, over 66 percent of the time.

	NA	NE	O	F	C
Sitting			X		
Walking					X
Standing					X
Running		X			
Bending or twisting				X	
Squatting or kneeling			X		
Reaching above shoulder level			X		
Climbing (e.g. ladders)		X			
Driving cars, light duty trucks			X		
Driving heavy duty vehicles	X				
Repetitive motion of hands/fingers					X
Grasping with hand, gripping					X

	NA	NE	O	F	C
Lifting/carrying 10-25 pounds				X	
Lifting/carrying 26-50 pounds			X		
Lifting/carrying more than 50 pounds	X				
Pushing/Pulling			X		
Using Foot Controls	X				
Work in/exposure to inclement weather	X				
Work in/exposure to cold water	X				
Exposure to dust, chemicals or fumes				X	
Work/live in remote field sites	X				
Use of hazardous equipment (e.g. knives, hot ovens, and other kitchen equipment)					X
Swimming, scuba diving	X				
Work at heights (e.g. towers, poles)	X				
Exposure to infection, germs or contagious diseases	X				
Exposure to blood, body fluid, or potentially contaminated materials			X		
Exposure to needles or sharp implements					X
Use of hot equipment (e.g., ovens)					X
Exposure to electrical current		X			
Seeing objects at a distance			X		
Seeing objects peripherally			X		
Seeing close work (e.g., typed print)			X		
Distinguishing colors			X		

Hearing conversations or sounds				X	
	<b>NA</b>	<b>NE</b>	<b>O</b>	<b>F</b>	<b>C</b>
Hearing via radio or telephone			X		
Communicating through speech					X
Communicating by writing/reading				X	
Distinguishing odors by smell			X		
Distinguishing tastes					X
Exposure to wild/dangerous animals	X				
Exposure to insect bites or stings	X				
Work/travel in boat/small aircraft	X				
Exposure to aggressive/angry people			X		
Restraining/grappling with people	X				
Other:					
Other:					

Items checked above must be consistent with tasks listed.

**Are there any other physical or mental requirements of this position  
not addressed above?**

I have read and understand the physical requirements and potential hazards of this position and am able to perform the physical requirements as stated above with or without reasonable accommodation.

---

Employee Signature

---

Date