



Job Title: Sous Chef

Department: Culinary

Salary: \$65,000 - \$72,000 a year + gratuities

Job Type: Full-Time, Permanent

Reports To: Head Chef, General Manager

Work Location: In Person at Sooke Harbour House Boutique Hotel

Join Our Team at Sooke Harbour House

The Sooke Harbour House, a boutique hotel known for its West Coast charm and exceptional guest experiences, is looking for a dedicated **Sous Chef** to join our team. This is a full-time position ideal for someone detail-oriented, reliable, and passionate about hospitality.

About the Position

As one of several **Sous Chefs** in our leadership team, you will support the Head Chef in managing day-to-day kitchen operations, leading a designated area of the kitchen (e.g., hot line, banquets, or garde-manger), and mentoring the culinary team. This is a hands-on position ideal for an experienced chef who thrives in a collaborative, high-standard environment with a commitment to local and seasonal cooking.

What We Offer

- Work in a stunning waterfront location surrounded by nature
 - Join a creative, respectful, and passionate culinary team
 - Enjoy competitive compensation and shared tips
 - Opportunities for career development and promotion within the property
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Key Responsibilities

- Lead service and manage a designated kitchen station (hot line, cold kitchen, banquets, etc.)

- Support the Head Chef in upholding food quality, consistency, and presentation
 - Collaborate with other Sous Chefs to ensure smooth communication and kitchen operations
 - Assist with menu development and daily feature creation based on local ingredients
 - Train, mentor, and supervise junior kitchen staff
 - Maintain inventory and ensure proper food storage and rotation
 - Ensure kitchen cleanliness, organization, and compliance with health and safety regulations
 - Take responsibility for kitchen operations in the absence of the Head Chef
 - Contribute to a positive, professional, and respectful team culture
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What We're Looking For

- Minimum 3 years of experience in a senior culinary role, preferably as Sous Chef
- Culinary diploma or Red Seal certification (preferred but not required)
- Strong leadership, organizational, and communication skills
- Excellent understanding of West Coast cuisine and seasonal menu planning
- Ability to thrive in a fast-paced, high-pressure environment
- Available to work evenings, weekends, holidays, and for special events
- Passion for sustainability, hospitality, and the guest experience