

# Imperial River Company Job Description

**Position: Kitchen Lead (Seasonal; Full-Time – Mid to Late April through early October)**

**Reports to: Hospitality Manager, then General Manager**

**Wage: \$21-24/Hour. Plus Tip Out**

*This is a seasonal leadership role supporting peak summer operations through the primary rafting and hospitality season.*

As Kitchen Lead, you oversee all back-of-house food operations including restaurant & bar service, BBQ raft lunches, and catered events. This is a working leadership position that blends hands-on cooking, team management, food cost accountability, and event execution. You are responsible for maintaining food quality, controlling waste, supporting profitability, and ensuring a consistent guest experience across all food service outlets.

---

## Core Responsibilities

### Kitchen Leadership & Daily Operations

- Lead kitchen team and perform line-cooking duties
- Train staff for quality, consistency, portioning, and efficiency
- Maintain full understanding of all indoor and outdoor kitchen equipment
- Ensure cleaning schedules are completed (daily, weekly, monthly)
- Schedule kitchen staff weekly (completed by end of day Thursday)
- Conduct performance reviews and exit interviews for direct reports

### Restaurant, Raft Lunch & Catering Execution

- Line cook for restaurant & bar service
- Prep and cook BBQ raft lunches at outdoor grill
- Lead execution of catered events, including prep timelines, staffing coordination, and quality control during service
- Prep and cook catering menus for on-site lodge events
- Communicate closely with FOH Lead and Hospitality Manager to ensure seamless service

### Food Cost, Waste & Profitability

- Manage food service inventory and weekly ordering alongside FOH Lead
  - US Foods orders and list management
  - Communication with purveyors
  - Stock rotation and weekly inventory completion
- Actively manage portioning standards and food waste
- Create and utilize waste tracking sheets
- Coordinate food cost and menu pricing with FOH Lead

- Contribute to monthly food P&L reviews with the Hospitality Manager and General Manager
- Price special catering menu requests and maintain BBQ raft lunch costing

### **Equipment & Facility Oversight**

- Report maintenance issues immediately to Hospitality Manager

### **Guest Experience**

- Maintain a positive, professional presence with guests and co-workers
  - Run/expo food as needed
  - Engage with guests during catered events and raft lunches when appropriate
- 

### **Position Qualifications**

- Positive attitude and strong work ethic
  - Current Food Handler Certification
  - Leadership and team management experience
  - Inventory and food cost control experience
  - Line-cooking background
  - Strong organizational skills
  - Ability to work nights, weekends, and holidays during peak season
  - Ability to meet physical demands including lifting, standing, and extended movement
- 

### **Job Perks**

- RV space available (if you have your own RV)
- Shift meal
- Opportunity to ride rafting trips if space allows
- Beautiful location on the banks of the Deschutes River
- Seasonal employment through early October