

BROTHER MARCUS

EAST MED DINING

Junior Sous Chef – Summary of Roles and Responsibilities

Reporting to: Sous Chef / Head Chef

As Junior Sous Chef at Brother Marcus, you're the trusted link between the kitchen leadership and the wider team. You're part cook, part coach, and part culture-setter, helping bring consistency, calm, and clarity to every shift.

You know the menu back to front, and you can jump on any section with confidence. But what really sets you apart is how you lead in the moment: supporting newer chefs, stepping up when things wobble, and showing your team how to BTM not just with flavour, but with presence, pacing, and pride.

This is our theatre, and your role is to keep the rhythm strong and the energy grounded.

You bring the Brother Marcus values to life in your work:

- Kefi - You keep the energy up, even when the KDS doesn't.
- Integrity - You take responsibility, fix mistakes quickly, and lead by example.
- Curiosity - You learn every recipe, plate, and spec, and help others do the same.
- Persistence - You show up, stay focused, and keep the kitchen moving forward, no matter what.

Key Responsibilities & Performance Measures

Service Support & Section Leadership

- Run sections confidently and step in to support others when needed.
- Maintain pace, quality, and communication during busy service.
- Support the Sous Chef in keeping the kitchen floor calm and focused.
- Understand spec and standard and make sure it's achieved with every plated dish
- Can communicate with floor team/pass master when needed.

Team Coaching & Development

- Guide junior chefs through prep, plating, and time management.
- Offer clear, kind, and constructive feedback during service.
- Support onboarding and help new team members settle in quickly.

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Menu Knowledge & Execution

- Know every recipe, spec, and plating detail, and be able to teach it.
- Maintain mise en place and prep levels across all sections.
- Report 86s, quality issues, or prep shortages quickly and clearly.

Cleanliness, Safety & Kitchen Standards

- Own your section's organisation, cleanliness, and hygiene.
- Ensure all daily checklists, logs, and standards are met without shortcuts.
- Follow all Brother Marcus food safety policies to the letter.

Kitchen Culture & Guest Awareness

- Promote a positive, supportive kitchen environment.
- Understand the impact of your role on the guest experience, even if they never see you.
- Embrace the theatre of open kitchens and take pride in how you move and work.

Final Word on Flexibility

This role is a proving ground, a space to step into leadership and sharpen your voice, your confidence, and your skill. We're not just building great chefs, we're building future Head Chefs. If you bring the care, the drive, and the curiosity, we'll help you get there.