

BROTHER MARCUS

EAST MED DINING

Sous Chef – Summary of Roles and Responsibilities

Reporting to: Head Chef / General Manager

As Sous Chef at Brother Marcus, you're the steady second-in-command. The one who keeps the kitchen calm, clear, and consistent when the heat is on. You're a mentor on the line, a solution-finder in the moment, and a champion of high standards and joyful service.

You help deliver food that's not just beautiful, but BTM-worthy, every single plate. You support the Head Chef in running the kitchen, managing your team as well as spec, and ensuring the kitchen is clean, compliant, and culture-rich. Whether you're leading service or checking that shakshuka's not reducing itself into oblivion, you do it with focus, humility, and a touch of theatre.

This is our stage, and you keep the show running.

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

- Kefi - You help keep the kitchen joyful, energetic, and proud of the food we serve.
- Integrity - You hold the team (and yourself) to account, and you do things right, even when no one's watching.
- Curiosity - You keep learning, improving, and helping others to grow.
- Persistence - You hold the line. When things get tough, you don't flinch — you find a way forward.

Key Responsibilities & Performance Measures

Service Leadership & Food Standards:

- Lead the pass and kitchen when the Head Chef is off-site or off-duty.
- Ensure every dish is plated to spec, hot, clean, and delicious.
- Keep energy and pace high while setting the tone for calm, confident service.
- Able to communicate properly with the floor/passmaster.
- Eyes on the pass, if it's not right, it's not right. Flag it, pull it, fix it before it goes to the table.
- Stock support. Maintaining rotation, orders, par level updates, cleaning routines for team and mise en place standards.

Team Support & Development

- Support and coach junior chefs with training, feedback, and encouragement.
- Help lead onboarding, daily briefings, and on-the-job coaching.
- Step in early when performance, attitude, or confidence needs guidance.
- Able to give team full feedback when needed, coach when needed, upskill when possible and review performance of team members when not up to standard.

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Financial Awareness & Waste Control

- Minimise waste and flag issues around spoilage or overprep.
- Help ensure portioning is consistent and costed correctly.
- Support Head Chef in controlling labour and GP where possible.

Team Culture & Guest Connection

- Lead by example: tidy section, calm voice, eyes on the team and the guest experience.
- Understand the theatre of open kitchens - communicate with presence and pride.
- Contribute to a supportive, respectful, and joyful kitchen culture.

Final Word on Flexibility

This role will stretch you, and that's the point. The Sous Chef is not just the bridge between the Head Chef and the team, it's the backbone of the brigade. If you bring calm, consistency, and a good bit of Kefi, we'll help you grow into the kind of leader that other chefs remember.