SOUS CHEF

Snake River Grill | Jackson Hole, Wyoming

A Jackson Hole landmark, Snake River Grill has welcomed guests since 1993. Our kitchen is led by Executive Chef and Partner Addison Fleming.

Our menu changes seasonally, showcasing ingredients from local farms and ranches alongside the signature dishes our guests have loved for decades. A local favorite for more than 30 years, Snake River Grill is known for genuine hospitality and a distinctive rustic yet elegant dining experience.

THE ROLE

The Sous Chef is an integral member of the kitchen leadership team, reporting directly to and working closely with Executive Chef and Partner Addison Fleming to lead daily kitchen operations and deliver a consistently excellent dining experience. This is a hands-on leadership position for an experienced cook who takes pride in great food, strong systems, staff development, and a positive kitchen culture.

The ideal candidate leads by example, communicates clearly, maintains high standards during service, and helps create an environment where cooks are supported, challenged, and motivated to do their best work.

KEY RESPONSIBILITIES

Kitchen Leadership & Team Development

- Support Executive Chef and Partner Addison Fleming in leading daily kitchen operations and maintaining culinary standards.
- Provide direction, coaching, and consistent feedback to cooks and other kitchen team members.
- Help train new employees, develop team skills, and foster a respectful, collaborative kitchen culture.
- Communicate clearly with the Executive Chef and team members about service, staffing, menu changes, and daily priorities.
- Lead by example through professionalism, accountability, organization, and a positive attitude.

Food Quality, Menu & Service

- Maintain consistency, quality, presentation, and proper execution across all stations.
- Assist with seasonal menu development, daily specials, recipe execution, and menu changes in collaboration with the Executive Chef.
- Oversee preparation and station readiness to ensure the kitchen is organized and prepared for service.
- Monitor product quality, availability, par levels, and ticket times throughout service; step in where needed to support the team.
- Ensure cooks have the tools, preparation, and information needed to execute service successfully.

Kitchen Operations & Administration

- Assist with ordering, receiving, and maintaining appropriate food and supply inventory levels.
- Help maintain accurate prep lists, ingredient lists, inventory records, and product counts.
- Assist with scheduling communication, staffing adjustments, and daily kitchen planning.
- Communicate equipment or facility issues promptly to the Executive Chef and help coordinate necessary maintenance.
- Keep the Executive Chef informed through clear shift notes and communication about specials, shortages, staffing, and operational concerns.

Cost Control & Profitability

- Help manage food cost through portion control, accurate preparation, product rotation, and waste reduction.

- Support labor-cost goals through thoughtful staffing, efficient preparation, and active participation on the line when needed.
- Monitor production levels and pars to avoid over-preparation and unnecessary waste.
- Assist with accurate monthly food inventories and other cost-control procedures.
- Help minimize unnecessary overtime while maintaining the standards required for service.

Sanitation & Safety

- Maintain a clean, organized kitchen and model excellent sanitation and food-safety practices.
- Ensure stations, storage areas, refrigeration units, and shared workspaces meet restaurant standards.
- Monitor refrigeration temperatures, product labeling, rotation, and walk-in organization.
- Ensure the kitchen is consistently prepared for health inspections and follows applicable food-safety requirements.

Team & Restaurant Collaboration

- Work cooperatively with Front of House leadership to support smooth service and clear communication.
- Prepare and oversee daily family meal, taking team needs and major food allergies into consideration.
- Provide leadership coverage and support across kitchen stations and responsibilities as needed.
- Attend required meetings with the Executive Chef and contribute constructively to ongoing improvements in the kitchen and restaurant.

WHO YOU ARE

- An experienced culinary professional with a strong foundation in elevated dining and refined cooking techniques.
- A confident, hands-on leader who enjoys teaching, coaching, and supporting a team.
- Organized, dependable, and able to prioritize effectively in a fast-paced kitchen.
- Passionate about food, seasonality, quality ingredients, and consistent execution.
- A clear communicator with a collaborative attitude and a strong sense of ownership.

QUALIFICATIONS

- Previous experience in a professional kitchen; leadership or supervisory experience preferred.
- Strong knowledge of knife skills, sauces, butchery, cooking techniques, and multiple kitchen stations.
- Ability to lead service, manage priorities, and maintain standards under pressure.
- Knowledge of food safety, sanitation, inventory, and basic kitchen cost controls.
- English fluency preferred; Spanish language skills are a plus.

COMPENSATION & BENEFITS

- Competitive annual salary, paid consistently throughout the year.
- Full salary continues during scheduled off-season restaurant closures.
- Wellness benefit.
- Health, dental, and vision insurance.
- Retirement plan with employer match.
- Employee dining discounts.
- Daily family meal.
- Potential employee housing available.

Lead with purpose. Cook with passion. Build a great team.

Join Snake River Grill and help deliver the food, hospitality, and teamwork that have made us a Jackson Hole favorite for more than 30 years.