



farming hope

Sous Chef / Manager

Part-time: 10-20 hours / week

Location

San Francisco, CA

Reports to

Culinary Director

Organization Description

Farming Hope is a non-profit social enterprise that operates a food business and gardens. Our mission is to employ and empower neighbors experiencing or at risk of homelessness to grow food and feed others. We place an emphasis on employment training and skills building to set our employees up for sustained employment on their journey out of homelessness. This is accomplished through employment in our food business, our gardening services, and through programming exercises that emphasize setting and working towards goals, work readiness, and community engagement. Farming Hope was born out of the Stanford Design School and we use key principles of Human Centered Design in our operations. We encourage participation and feedback from employees at all levels of the organization. A special emphasis is placed on connecting with the population we serve, being open to feedback, and testing new ideas to learn as much as we can and create the best Farming Hope program.

Position Description

As the Sous Chef, you will help develop protocols for the cooking portion of our program and supervise the food preparation of our pop up dinners, from planning operations to cleaning up at the dinners themselves. You will also be responsible for hands-on training with our transitional homeless staff and helping develop a simple kitchen training curriculum for all employees that go through our program. This is a unique opportunity for a chef to work with a lean and young non-profit startup, with potential to grow with Farming Hope. You will work with our Culinary Director to create a Farming Hope branded, plant-based menu featuring produce from our gardens that you will execute with our transitional homeless staff.

The ideal candidate will bring work experience in starting or managing a food business. This will be essential in building toward a Farming Hope Cafe and stronger programming to have a larger impact in San Francisco.

This position is part-time with the potential for a full-time leadership position for the future Farming Hope Cafe as funding is acquired. Dinners are currently scheduled for Monday nights, but flexibility in availability will be necessary for week-to-week scheduling.

Responsibilities include, but are not limited to:

Execute Monday Pop Up Restaurant

- Create and execute garden based, seasonal menu for our dinner events
- Order and maintain inventory for all ingredients to execute menu
 - Start relationships with new vendors to source ingredients that fit Farming Hope's ethos
 - Work with current commissary kitchen space to pool ordering together if possible
- Lead hands-on training for new and seasoned employees
- Budget costs for staffing and ingredients and price menus accordingly
- Follow BOH procedures for maintenance and sanitation at our commissary kitchen space
- Work with Culinary Director on business operations including:
 - Publishing pop up dinner events on online marketplace and social media
 - Coordinate logistics for the team to streamline pop up dinner experience
- Log employee hours and track costs related to dinners

Average work week

The typical work week might include:

- Lead a cook shift for our pop up dinners and direct service staff
- Plan cook shifts for the month and coordinate with our cooking staff accordingly
 - Create checklists for future pop ups and assigning responsibilities where needed
- Outreach to bring in more customers to dinners
- Meet with San Francisco Farming Hope employees on a weekly basis
- Collaborating with potential employers to develop cooking curriculum that will create more job pipelines for our program graduates

Qualifications

Primarily we are looking for people with these qualities:

- *Disciplined self-starter:* We are building our organization and working with a population facing many challenges, so we are looking for individuals who can thrive independently in a more fluid and less-structured environment. You'll require strict self-discipline and follow-through in this job.
- *Lived experience, not just passion:* At least 2+ years of Chef experience, and preferably experience in:
 - Budgeting and purchasing ingredients; managing inventory

- Menu development with an emphasis on plant-based dishes
- Track record of entrepreneurship in the food system
- Leadership and interpersonal skills that show your strengths in training staff, delegating tasks, and motivating your team
- *Commitment to transformation:* We want to empower those experiencing homelessness to be community leaders; we want our food system to be more sustainable for all; we want our staff to think differently about charity and justice. Sound like something you want to help build?

Additional qualifications that are not necessary but would benefit an applicant: Spanish language skills, ServSafe food safety certification, fundraising experience, management background.

To apply

Send your cover letter and resume to team@farminghope.org, along with your brief answers to these questions:

- Share about a time you figuratively (or literally) put out a kitchen fire in the workplace?
- What experience do you have providing discipline or maintaining order with a kitchen staff?

*Farming Hope is an equal opportunity employer. We enthusiastically accept our responsibility to make employment decisions without regard to race, religious creed, color, age, sex, gender, sexual orientation, gender identity, national origin, religion, marital status, medical condition as defined under State law, disability, military service, pregnancy, childbirth and related medical conditions or any other classification protected by federal, state, and/or local laws and ordinances.

Please visit farminghope.org for more information.