

## **Hershey Entertainment & Resorts**

General Cook

Cook IV

Cook III

Cook II

Cook I

## General Cook

This is the entry level position in a professional kitchen. This culinarian should have general knowledge, understanding and application of knife skills and cooking techniques. The General Cook must possess a basic understanding of a ala carte setting as well as production. The General Cook needs to possess a positive attitude with a professional appearance and demeanor.

### **Job Functions:**

- Produce consistent food projects while following recipes with reduced supervision and direction from the chef's, while maintaining quality standards.
- Exhibits an advanced knowledge, understanding and application of knife skills and cooking techniques.
- Identify and safely use all kitchen equipment.
- Properly label, date and rotate all products to ensure safe keeping and sanitation.
- Maintain an organized, clean and sanitary/work area in accordance with Health Department/ ServSafe standards.
- Assist, train and guide culinary interns and general cooks in daily tasks.
- Able to work multiple stations in your designated area, on your designated shift to include but not limited to Garde Manager, A la Carte Hot Line, Banquets, etc.
- Basic understanding and knowledge of inventory control, requisitions, and par levels.
- Performs other job related duties as required, to include nightly food requisitions from the butcher/storeroom and prep lists, etc.

### **Job Requirement:**

#### **Basic Qualifications:**

- Must be 18 years of age or older
- Must have a minimum of 1 year of cooking experience OR currently hold a culinary position in a similar restaurant, hotel or private club setting.
- High school diploma or equivalent.

#### **Additional Qualifications:**

- Knowledgeable of kitchen equipment, good knife skills, and possess a full tool kit.
- Knowledgeable of weights and measures, as well as basic math applications.
- Must be able to assist, train and direct culinary interns and general cooks in daily tasks
- Proficient in speaking, reading, and writing in English.
- Skilled with a minimum of two cuisines. Examples may include but not limited to Asian, Italian, Classical, New American, and Mexican.
- Complete a mystery basket cooking test to include 3 courses in 4 hours.
- Must obtain ServSafe certification.

### **Physical Demands & Working Condition**

- While performing the duties of this job, the employee is required to:
  - Reaching Forward Constant (>67%)
  - Lifting Frequent (34-66%) (50lbs maximum weight)
  - Reaching Overhead Occasional (<33%)
  - Finger Dexterity Constant (>67%)
  - Hand/Eye Coordination Constant (>67%)
  - Stooping Occasional (<33%)
  - Bending Occasional (<33%)
  - Standing Constant (>67%)

- Walking Frequent (34-66%)
- Additional physical requirements include repetitive elbow motions for chopping, repetitive write motions for stirring and chopping.
- Must have ability of taste buds to distinguish between and among flavors, spices, temperature, and mouth feel (smoothness, pungency, etc.) of food, and beverage.
- Must have ability of olfactory nerves to distinguish between and among odors and scents as to their appeal and level of intensity.
- Must be able to work in extreme temperatures.
- This is a union position and the work schedule will be based on union seniority. Candidates must be able to meet scheduled requirements, which will most likely require evening and weekend hours.

**Nothing in this job description restricts management's right to assign or reassign duties and responsibilities to this job at any time.**

**Hershey Entertainment & Resorts is an Equal Opportunity Employer**

## Cook IV

This position is the second level in a professional kitchen. The culinarian should have advance knowledge, understanding and application of knife skills and cooking techniques. This position must have basic understanding and knowledge of inventory control, requisitions, and par levels. The Cook IV must be able to assist in the direction, and training of General Cooks in daily task. The Cook IV should be able to work all line stations of assigned meal period plus have solid knowledge of other shift stations assignments and have basic understanding of other cooking areas. The Cook IV needs to posses a positive attitude with a professional appearance and demeanor.

### **Job Functions:**

- Produce consistent food products while following recipes with reduced supervision and direction from the chef's, while maintaining quality standards.
- Exhibit an advanced knowledge, understanding and application of knife skills and cooking techniques.
- Identify and safely use all kitchen equipment.
- Properly label, date and rotate all products to ensure safe keeping and sanitation.
- Maintain an organized, clean and sanitary station/work area in accordance with Health Department/ServSafe standards.
- Assist, train and direct culinary interns, general cooks and cook IV's in daily tasks.
- Able to work all stations in your designated shift to include but not limited to Garde Manager, A la Carte Hot Line, Banquets, etc.
- Basic understanding and knowledge of inventory control, requisitions, and par levels.
- Performs other job related duties as required, to include nightly food requisitions from the butcher/storeroom and prep lists, etc.

### **Job Requirement:**

#### **Basic Qualifications:**

- Must be 18 years of age or older
- Minimum of 4 years culinary experience OR a degree or certificate from a Culinary Institution plus 2 years culinary experience

#### **Additional Qualifications:**

- Knowledgeable of kitchen equipment, good knife skills, and possess a full tool kit.
- Knowledgeable of weights and measures, as well as basic math applications.
- Must be able to assist, train and direct culinary interns, General Cooks and Cook IV's in daily tasks.
- Proficient in speaking, reading, and writing in English.
- Proficient with a minimum of two cuisines. Examples may include but not limited to Asian, Italian, Classical, New American, and Mexican.
- Complete a mystery basket cooking test to include 4 courses in 4 hours.
- Complete a 25 question written cooking exam, covering modern fundamentals and classic cooking techniques with a score of 80%.
- Must obtain ServSafe certification.

### **Physical Demands & Working Condition**

- While performing the duties of this job, the employee is required to:
  - Reaching Forward Constant (>67%)
  - Lifting Frequent (34-66%) (50lbs maximum weight)
  - Reaching Overhead Occasional (<33%)
  - Finger Dexterity Constant (>67%)

- Hand/Eye Coordination Constant (>67%)
- Stooping Occasional (<33%)
- Bending Occasional (<33%)
- Standing Constant (>67%)
- Walking Frequent (34-66%)
- Additional physical requirements include repetitive elbow motions for chopping, repetitive wrist motions for stirring and chopping.
- Must have ability of taste buds to distinguish between and among flavors, spices, temperature, and mouth feel (smoothness, pungency, etc.) of food, and beverage.
- Must have ability of olfactory nerves to distinguish between and among odors and scents as to their appeal and level of intensity.
- Must be able to work in extreme temperatures.
- This is a union position and the work schedule will be based on union seniority. Candidates must be able to meet scheduled requirements, which will most likely require evening and weekend hours.

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**Hershey Entertainment & Resorts is an Equal Opportunity/Affirmative Action Employer**

## Cook III

This position is the middle level in a professional kitchen with two positions below, and two above. The culinarian should have superior knowledge, understanding, and application of knife skills and cooking techniques. This position should be able to control inventories, requisitions, and par levels. The Cook III must be able to take a role in helping in the direction, and training of lower cooks in daily task. The Cook III must be able to work all stations in their designated area for all meal periods, have solid understanding of other cooking areas, and be able to proficiently. The Cook III needs to possess a positive attitude with a professional appearance and demeanor.

### **Job Function:**

- Produce foods/meals/large volumes of prep work consistently with little to no direct supervision with little difficulty, while maintaining quality standards in any area of the Hotel culinary department.
- Exhibits a superior knowledge, understanding and application of knife skills and cooking techniques.
- Identify and safely use all kitchen equipment.
- Properly label, date and rotate all products to ensure safe keeping and sanitation.
- Maintain an organized, clean and sanitary station/work area in accordance with Health Department/ServSafe standards.
- Take a leadership role in assisting, training and directing culinary interns, and all lower classification cook's in daily tasks and organization.
- Able to work all stations in your designated area, on all shifts to include but not limited to Garde Manager, A la Carte Hot Line, Banquets, etc.
- Be able to control inventories, requisitions, and par levels.
- Review all prep lists in regards to food and labor costs.
- Assist Sous Chef and Chefs in developing and writing new menu ideas and recipes.
- Performs other job related duties as required, to include nightly food requisitions from the butcher/storeroom and prep lists, etc.

### **Job Requirement:**

#### **Basic Qualifications:**

- Must be 18 years of age or older
- Minimum of 4 years culinary experience OR a degree or certificate from a Culinary Institution plus 2 years culinary experience

#### **Additional Qualifications:**

- Knowledgeable of kitchen equipment, good knife skills, and possess a full tool kit.
- Knowledgeable of weights and measures, as well as basic math applications.
- Must take a leadership role in assisting, training and directing culinary interns, and all lower classification cook's in daily tasks and organization.
- Proficient in speaking, reading, and writing English.
- Proficient with a minimum of three cuisines. Examples may include but not limited to Asian, Italian, Classical, New American, and Mexican.
- Competent in advanced ability in meat, poultry and fish fabrication.
- Complete a mystery basket cooking test to include 4 courses in 4 hours.
- Complete a 25 question written cooking exam, covering modern fundamentals and classic cooking techniques with a score of 80%.

- Must obtain ServSafe certification.

### **Physical Demands & Working Conditions**

- While performing the duties of this job, the employee is required to:
  - Reaching Forward Constant (>67%)
  - Lifting Frequent (34-66%) (50lbs maximum weight)
  - Reaching Overhead Occasional (<33%)
  - Finger Dexterity Constant (>67%)
  - Hand/Eye Coordination Constant (>67%)
  - Stooping Occasional (<33%)
  - Bending Occasional (<33%)
  - Standing Constant (>67%)
  - Walking Frequent (34-66%)
- Additional physical requirements include repetitive elbow motions for chopping, repetitive write motions for stirring and chopping.
- Must have ability of taste buds to distinguish between and among flavors, spices, temperature, and mouth feel (smoothness, pungency, etc.) of food, and beverage.
- Must have ability of olfactory nerves to distinguish between and among odors and scents as to their appeal and level of intensity.
- Must be able to work in extreme temperatures.
- This is a union position and the work schedule will be based on union seniority. Candidates must be able to meet scheduled requirements, which will most likely require evening and weekend hours.

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## Cook II

This position is a higher level position in a professional kitchen for The Hershey Lodge. The culinarian should have exemplary knowledge, understanding and application of knife skills and cooking techniques. This position should be able to control inventories, and par levels. This position will take a lead role in the direction, and training of lower level cooks in daily task. The Cook II should be able to work all stations in all meal periods in both a ala carte as well as production setting. The Cook II needs to possess a positive attitude with a professional appearance and demeanor.

### **Job Functions:**

- Produce foods/meals/large volumes of prep work consistently with no direct supervision without difficulty, while maintaining quality standards in any area of the Hotel culinary department.
- Exhibits an exemplary knowledge, understanding application of knife skills and cooking techniques.
- Ability to execute breakfast, lunch and dinner daily specials with regard to outlet culinary concept.
- Identify and safely use all kitchen equipment.
- Properly label, date and rotate all products to ensure safe keeping and sanitation.
- Maintain an organized, clean and sanitary station/work area in accordance with Health Department/ServSafe standards.
- Take a leadership role in assisting, training and directing culinary interns, and all lower classification cook's in daily tasks and organization.
- Able to work all stations in all areas of the hotel culinary departments, on all shifts to include but not limited to Garde Manager, A la Carte Hot Line, Banquets, etc.
- Be able to control inventories, requisitions, and par levels.
- Review all prep lists in regards to food and labor costs.
- Assist Sous Chefs and Chefs in developing and writing new menu ideas and recipes.
- Performs other job related duties as required, to include nightly food requisitions from the butcher/storeroom and prep lists, etc.

Job Requirement:

### **Basic Qualifications:**

- Must be 18 years of age or older
- Minimum of 5 years culinary experience OR a degree or certificate from a Culinary Institution plus 3 years culinary experience
- High school diploma or equivalent

### **Additional Qualifications:**

- Knowledgeable of kitchen equipment, good knife skills, and possess a full tool kit.
- Working knowledge of weights and measures, as well as basic math applications.
- Must take a leadership role in assisting, training and directing culinary interns, and all lower classification cook's in daily tasks and organization.
- Proficient in speaking, reading, and writing in English.
- Proficient with a minimum of four cuisines. Examples may include but not limited to Asian, Italian, Classical, New American, and Mexican.
- Demonstrate advanced ability in meat, poultry and fish fabrication.



- Complete a 5 course tasting menu in a 5 hour time limit designed by the candidate that should have flow, and follow a theme such as Italian, French, American, or one of the restaurants at HE&R.
- Complete a 25 question written cooking exam, covering modern fundamentals and classic cooking techniques with a score of 80%.
- Must obtain ServSafe certification.

**Physical Demands & Working Condition:**

- While performing the duties of this job, the employee is required to:
  - Reaching Forward Constant (>67%)
  - Lifting Frequent (34-66%) (50lbs maximum weight)
  - Reaching Overhead Occasional (<33%)
  - Finger Dexterity Constant (>67%)
  - Hand/Eye Coordination Constant (>67%)
  - Stooping Occasional (<33%)
  - Bending Occasional (<33%)
  - Standing Constant (>67%)
  - Walking Frequent (34-66%)
- Additional physical requirements include repetitive elbow motions for chopping, repetitive wrist motions for stirring and chopping.
- Must have ability of taste buds to distinguish between and among flavors, spices, temperature, and mouth feel (smoothness, pungency, etc.) of food, and beverage.
- Must have ability of olfactory nerves to distinguish between and among odors and scents as to their appeal and level of intensity.
- Must be able to work in extreme temperatures.
- This is a union position and the work schedule will be based on union seniority. Candidates must be able to meet scheduled requirements, which will most likely require evening and weekend hours.

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## Cook I

This position is the most advanced in a professional kitchen. The culinarian should have extreme knowledge, understanding and application of knife skills, and advance cooking techniques. This position must be able to run all day to day operations of the area they are assigned to in absence of a Sous Chef. This position requires complete understanding of the whole kitchen operation and should be able to control inventories, requisitions, and par levels. This position will take a lead role in the direction, and training of all lower cooks in daily task. The Cook I should be able to work all stations in all meal periods for both ala carte as well as production setting. The Cook I needs to possess a positive attitude with a professional appearance and demeanor.

### **Job Functions:**

- Ability to support the Sous Chefs in managing the kitchen/areas in their absence.
- Produce foods/meals/large volumes of prep work consistently with no direct supervision without difficulty, while maintaining quality standards in any area of the Hotel culinary department.
- Exhibits an exemplary knowledge, understanding and application of knife skills and cooking techniques.
- Ability to execute breakfast, lunch, and dinner daily specials with regard to outlet culinary concept.
- Identify and safely use all kitchen equipment
- Properly label, date and rotate all products to ensure safe keeping and sanitation.
- Maintain an organized, clean and sanitary station/work area in accordance with Health Department/ServSafe standards.
- Take a leadership role in assisting, training and directing culinary interns, and all lower classification cook's in daily tasks and organization.
- Able to work all stations in all areas of the hotel culinary departments, on all shifts to include but not limited to Garde Manager, A la Carte Hot Line, Banquets, ect.
- Be able to control inventories, requisitions, and par levels.
- Review all prep lists in regards to food and labor costs.
- Assist Sous Chefs and Chefs in developing and writing new menu ideas and recipes.
- Ability to complete end of period inventories accurately.
- Performs other job related duties as required, to include nightly food requisitions from the butcher/storeroom and prep lists, etc.

### **Job Requirement:**

#### **Basic Qualifications:**

- Must be 18 years of age or older
- Minimum of 7 years culinary experience OR a degree or certificate from a Culinary Institution plus 5 years culinary experience
- High school diploma or equivalent

#### **Additional Qualifications:**

- Knowledgeable of kitchen equipment, good knife skills, and possess a full tool kit.
- Knowledgeable of weights and measures, as well as basic math applications.
- Skilled in advanced ability in meat, poultry and fish fabrication.
- Must take a leadership role in assisting, training and directing culinary interns, and all lower classification cook's in daily tasks and organization.
- Proficient in speaking, reading, and writing in English.

- Complete a 7 course tasting menu in a 6 hour time limit designed by the candidate that should have flow, and follow a theme such as Italian, French, American, or one of the restaurants at HE&R.
- Complete a 25 question written cooking exam, covering modern fundamentals and classic cooking techniques with a score of 80%
- Skilled with more than four cuisines. Examples may include but not limited to Asian, Italian, Classical, New American, and Mexican.
- Must obtain ServSafe certification.

### **Physical Demands & Working Conditions**

- While performing the duties of this job, the employee is required to:
  - Reaching Forward Constant (>67%)
  - Lifting Frequent (34-66%) (50lbs maximum weight)
  - Reaching Overhead Occasional (<33%)
  - Finger Dexterity Constant (>67%)
  - Hand/Eye Coordination Constant (>67%)
  - Stooping Occasional (<33%)
  - Bending Occasional (<33%)
  - Standing Constant (>67%)
  - Walking Frequent (34-66%)
- Additional physical requirements include repetitive elbow motions for chopping, repetitive wrist motions for stirring and chopping.
- Must have ability of taste buds to distinguish between and among flavors, spices, temperature, and mouth feel (smoothness, pungency, etc.) of food, and beverage.
- Must have ability of olfactory nerves to distinguish between and among odors and scents as to their appeal and level of intensity.
- Must be able to work in extreme temperatures.
- This is a union position and the work schedule will be based on union seniority. Candidates must be able to meet scheduled requirements, which will most likely require evening and weekend hours.

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