Position: Culinary Director

The Culinary Director is a manager, mentor, educator and visionary for social justice.

Drive Change is committed to shifting the culture of the food and hospitality workplace and cultivating the talent of young formerly incarcerated leaders that are eager to join the hospitality sector. We are actively building Hospitality for Social Justice - a network of likeminded restaurants that are committed to hiring people with barriers to employment and developing workplace conditions where everyone, regardless of their background, can thrive.

We are looking for a new Chef - a culinary and hospitality visionary who is ready to revolutionize the industry and use both their technical and mentorship skills to leverage the talent of our Fellows (all formerly incarcerated young adults and brilliant young leaders ages 18-25 years old).

The job is multifaceted - you need to have broad strengths and experience, and an open learners-mind.

The right person will:

• Believe deeply that the current food/hospitality sector is steeped with racial and gender injustice and needs to undergo a workplace culture revolution
• Be committed to the growth and development of formerly incarcerated youth, and to learning about mass incarceration and the criminal justice system
• Curate and lead all our culinary and hospitality curriculum
• Manage the culinary / hospitality team and Fellows
• Create the vision for Drive Change Foods (our food truck and catering brand that is committed to using food service as a tool to raise awareness about injustice and build community)
• Have experience working in back of house of restaurants (preferably with management experience)
• Have a culinary "voice" of their own
• Be committed to the history and experience of black and brown food/hospitality in America
• Lead our movement to build Hospitality for Social Justice: a network of like-minded restaurants that want to build equitable workplace cultures and hire people with barriers to employment

We are prioritizing POC applicants for this role. If you are the right leader for this role, or know someone who may be, please apply! (Directions below)
To apply:

1. Send Cover Letter and Resume to people@drivechangenyc.org
2. Send your answers to the following questions to people@drivechangenyc.org

• Tell us about your first (or first-ish) job, what did you learn from it? What did you like about it? How could it have been a more fulfilling experience for you?

• Explain a specific procedure you implemented at work to address a challenge / inefficiency that your current company was facing. What was the problem? What solution did you develop; walks us through the process of your implementation.

• Why do you want to do this work? Why now?

Full (very full) Job Description

About Drive Change:

We are tapping into the talent of young New Yorkers and revolutionizing the food and hospitality industry at the same time. Drive Change utilizes the hospitality, culinary and food truck workplace to run a premiere Fellowship for returning citizens (formerly incarcerated people) ages 18-25. The same systems of institutionalized racism that design our criminal justice system impact our workplace cultures; Drive Change is leading a call-to-action to our like-minded food business peers (restaurant owners and managers) who want to create just-workplace cultures and use their superpower of management to invest in the growth of people with barriers to employment.

Drive Change is at the forefront of re-imagining the food and hospitality sector in NYC - but we need the right leader, you, to bring this vision to fruition. In 2018, we developed the concept of Hospitality for Social Justice in response to injustice in our hospitality sector (racial disparities between front/back of house, racism, growing gentrification, low-wages, toxic management, gender discrimination). HSJ is a network of like-minded food businesses driven by the belief that workplace environments can be spaces that heal and grow employees. HSJ was born because Drive Change is not alone in this vision for healthier workplace culture: there are an increasing number of other food operators out there that are committed to practicing racially just, socially just, forward thinking workplace cultures and we’re excited to grow this network.

Drive Change believes that workplace cultures can be intentionally designed so that anyone, regardless of their background, can be fully seen and thrive.

We live in a society that has been built out of the roots of white supremacy; as a result, our workplaces and criminal justice system are steeped in explicit and implicit systems of injustice. Representation of black and brown leaders in the hospitality industry is essential for the culture of the workplace to evolve and for all people, including our Fellows (most of whom, due to systems of oppression, are poor black and brown youth) to feel fully seen and thrive. We are actively seeking a leader who can provide that representation for our Fellows and support the leadership of Hospitality
for Social Justice in the larger sector. People of color who have experienced hospitality workplace injustice and see themselves as leaders to move the industry forward are strongly encouraged to apply.

**About the Culinary Director Position**

The Culinary Director is a manager, mentor, educator and visionary for social justice. You must be motivated by the injustice in our country, in black and brown communities, and in the hospitality sector and you must be committed to transforming the industry. Your ability to turn our kitchen into a learning environment that builds skills in culinary/food systems as well as social emotional skills is key to fellows having a successful experience at Drive Change. You must also come with a learner’s mind and be willing to push your own growth as a person and leader.

You are responsible for the management of the Drive Change kitchen, food truck, and instruction of the food-based curriculum. You will set a high standard for quality in all facets of the kitchen operations and management, and provide mentorship to the fellows during their time at Drive Change. It is essential that each cohort you create a menu that is connected to the backgrounds of our fellows and the history of food while simultaneously increasing their technical skills and love for the kitchen. Additionally, you will oversee all external events and leverage the Drive Change Food Truck in order to drive our mission and increase our outreach. We believe food is a unifier and food service can be a tool to raise awareness about injustice and grow connection/community.

Finally, you will be responsible for contributing to the strategic development of the bi-directional vision of Hospitality for Social Justice.

Our fellowship program hires 10-12 returning citizens 3 times per year to take part in a 2-month full-time paid training that imparts the following:

- Essential Skills: Communication, Time Management, Problem Solving/Conflict Resolution, Diligence, Grit
- Fundamental Culinary Training including acquiring Food Handler’s Certificate
- Awareness: Analysis of the Criminal Justice System / Intersection of Food Justice & Social Justice

It is bi-directional because we also run an implicit bias training for partner restaurants and provide those restaurants with 6 months of in-person coaching aimed at supporting them as they change their systems to reflect social justice values.

**Key Responsibilities:**

**Create, continuously improve and lead all culinary training for our two-month fellowship program**

- Create, improve and implement a curriculum for 8 weeks of culinary training
- Document all menu recipes for clear instruction
- Clearly define and reinforce kitchen and overall hospitality expectations, explicitly and implicitly
● Establish kitchen protocol, both for practical use and educational purposes, including but not limited to: order sheets, inventory checklist, staffing calendar, maintenance checklists, and food safety rules and regulations checklist

● Establish and maintain a standard of respect and organization for the physical and emotional space

● Monitor and incentivize Fellows learning and skill-building

● Establish and apply routines for kitchen and food truck operations

● Develop and implement an evaluative process to measure progress of Fellows’ skill level

● Continuously look to refine the culinary training program and build opportunities for the Fellows to develop life skills through the culinary lens: we acknowledge that while not all of our fellows will ultimately aspire to a lifelong career in food and hospitality, our curriculum is meant to impart hard skills they can cultivate for themselves and their communities as well as for food and hospitality employment

● Be an exemplary standard of culinary technique and kitchen management, supporting catering staff and Fellows to troubleshoot culinary creations (PRACTICE WHAT WE PREACH)

Create, continuously improve and lead all Drive Change Foods (catering/food truck events) vision and operations

● Create vision statement for DC Foods

● Create hiring / staffing plan for DC Foods utilizing the talent of former Fellows

● Lead all Access + Awareness Events

● Practice Hospitality for Social Justice in all our food business operations

● Develop P&L for DC Foods (Catering events)

● Manage DC Foods/Catering correspondence

Ensure that you support the social-emotional growth of team on a daily basis

● Support a growth mindset, by allowing for mistakes and praising challenges

● Encourage taking chances and exploring new terrain; make space for and expect self-reflection

● Allow for opportunities for Fellows to problem solve and propose solutions

● Promote critical thinking and asking questions over giving answers and labeling with your own beliefs

● Promote a culture of teamwork and empathy, of which seeks to understand before any assumptions

● Utilize and encourage language that uplifts, including confronting (y)our own biases and choices of humor

● Seek to utilize multiple learning styles, all of which should utilize hands-on learning through the various styles

● Conduct debriefs, where explicit communication on learning objectives and connections can be drawn

Ensure compliance of all Labor and DOH standards

● Adhere to all DOH facility compliance and food handling compliance
● Work with Fellowship team to ensure that Labor standards are followed, breaks are taken each day and fellows are clocking in and out correctly
● Ensure clear communication to Leadership team, Fellows, and any and all Drive Change stakeholders

**Manage and report on Kitchen Budget**
- Ensure that ingredients, kitchen tools and supplies are ordered with foresight and checked in when they arrive
- Report monthly on program expenses, and be vigilant about tracking all costs and expenditures, in part for educational purposes
- Own and manage Kitchen Budget and ensure an overall understanding of the P&L
- Mentor and teach the Culinary Coordinator on P&L in order to allow for growth and learning

**Pursue personal growth and learning in order to be an impactful leader and educator**
- Learn how to create an environment that upholds multiple learning styles, and reveals learning opportunities at every corner
- Ensure that you uphold strong practices of investing positively in your staff’s own social-emotional learning, and being able to concretely link that to strong business outcomes
- Practice synthesis of information, and then be able to present it in an organized and digestible format for multiple stakeholders
- Detect pain points and inefficiencies for strategic problem solving; designing improvements and implementation through leveraging current resources
- Increase your knowledge and respect for food and its culinary possibilities
- Challenge your own biases daily on race, class, business, and justice
- Develop your personal social-emotional growth

**Experience Required**
- 3+ years professional restaurant/food service experience
- 2+ years management experience
- Driver’s License
- Food Protection License
- Proficiency in Google sheets and calendar
- Problem-solving abilities that can build processes and find and implement actions for improvements
- Highly organized, with attention to detail and ability to meet deadlines
- Willingness and readiness for working with an early stage company
- Passionate about food, reimagining criminal justice, and building ethical food systems