

	ALLEN MARINE TOURS Job Description	Pg. 1 of 2
		Print Date: September 11, 2026

Position Title:	Sous Chef
Department & Location:	AMT Food & Beverage, JNO & SIT
Supervisor:	Executive Chef
Status:	Seasonal
Effective Date:	August, 2026

Summary for Sous Chef

This position is responsible for leading the transport, inventory, safety, and sanitization of all food production, this will be in the direction of the Executive Chef. Our focus is to provide a quality, locally sourced meal while maintaining an impeccably clean operation for a five-star tour experience for each guest. ***This position is both shoreside and lodge-based.***

Essential Duties & Responsibilities for Sous Chef

- Maintain a clean appearance and uphold positive cultural standards.
- Must be able and willing to prepare recipes precisely as directed.
- Must be able and willing to prepare the same menu, with consistent quality and precision.
- Work under the direction of the Executive Chef and Food and Beverage management team.
- Supervision of food production, inventory, storage, and sanitation processes.
- Assist management team with record keeping, control logs, auditing, and management of food costs.
- Ensure all food and beverage products are being prepared and plated based on company recipes and standards.
- Assist Executive Chef with supervision of staff in food storage temperature logs and proper labeling practices.
- Support proper HACCP protocols: clean and sanitize work areas and equipment.
- Be in continual compliance with food health and safety regulations and guidelines.
- Assist Executive Chef and Food and Beverage Manager with oversight of crew in areas such as food prep, bar, retail, lodge service, and maintaining lodge appearance, cleanliness, sanitation, and safety.
- Enhance experience for guests by answering questions and assisting guests with specific problems/requests.
- Consistently produce high-quality meals and make suggestions for new recipe creation.
- Ensure that the kitchen operates in a timely fashion that meets our standards.
- Fill in for the Executive Chef in planning and directing food and beverage preparation when necessary.
- Mentor and train kitchen staff, establish a working schedule and track and report Catering Crew's performance to Management team.
- Order supplies to stock inventory as directed by Food and Beverage Manager or Executive Chef.
- Maintain a positive and professional demeanor with coworkers and guests.
- Special projects may be assigned as required by the business.

	ALLEN MARINE TOURS Job Description	Pg. 2 of 2
		Print Date: September 11, 2026

Minimum Qualifications for Sous Chef

- Must be at least 18 years of age.
- 1-2 years' of experience in a commercial kitchen.
- Proficient in knife skills.
- Emerging leader.
- Valid, unexpired Alaska Training for Alcohol Professionals (TAP) card.
- Alaska Food Handlers card.
- Must pass a security background check.

Preferred Qualifications for Sous Chef

- Serve Safe Certified
- Strong background in both front and back-of-house operations.
- Administrative skills.
- Valid, unexpired USCG-approved CPR/First Aid Certification.

Traits and Characteristics for Sous Chef

To deliver world-class experiences guided by the following Alaska Native cultural values safely and sustainably.

Embrace Traditional Alaska Native Cultural Values that include Humility and pride, Respect for all people, including oneself, Respect for nature, Humor, Patience, Strength, and Holding each other up.

Follow & Deliver Core Values (Sous Chef)

- **Safety First:** We prioritize our guests and team members' safety and well-being, ensuring secure and enjoyable experiences.
- **World-Class Employment:** We strive to be a world-class place of employment, valuing hard work, mentorship, a sense of ownership, and opportunities for career growth.
- **World Class Guest Services:** We are committed to exceeding guest expectations, delivering world-class experiences that showcase our hospitality and the beauty of Alaska.
- **Collaborative Professionalism:** Embracing collaboration within our organization with a professional spirit, understanding that amidst laughter and play, our dedication to excellence and integrity remains unwavering.
- **Community Collaboration:** Actively choosing to partner with neighbors and the community across Alaska, making a conscious effort to support local businesses and create social and economic opportunities through meaningful cooperation beyond our organization.
- **Sustainability at Our Core:** We are dedicated to sustainable operations for future generations.
- **Curiosity & Innovation:** We encourage a culture of curiosity and innovation, striving to be early adopters in technology and staying ahead in our commitment to continuous improvement.
- **Integrity-Driven Decisions:** Integrity guides every decision we make, ensuring transparency, honesty, and ethical conduct in all aspects of our operations.

Allen Marine Tours is an Equal Opportunity Employer

Copyright AM Owner Group, Inc.. All rights reserved. May not be reproduced without permission.

	ALLEN MARINE TOURS Job Description	Pg. 3 of 2
		Print Date: September 11, 2026

- **Cultural Respect & Sharing:** We deeply celebrate and honor our Alaska Native heritage, fostering intergenerational connections, embracing family values, and contributing to the cultural richness of our communities.

Environmental Conditions for Sous Chef

The environmental conditions are those that an employee may be subject to while performing the essential functions of this job.

- Include moderate to loud noise levels, all weather conditions, and frequent use of required protective clothing including raingear and life preserver.
- Kitchen and front-of-house environments with high and low temperatures, slippery surfaces and sharp tools.

Physical Demands for Sous Chef

The physical demands are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform essential functions.

- Ability to stand for long periods.
- Occasionally required to lift and/or move up to 50 pounds.
- Ability to walk on uneven deck surfaces crossing from vessel to vessel.
- Ability to lift objects/arms overhead.
- Ability to bend, twist, crouch, kneel, squat and stoop.

Work Environment for Sous Chef

The work environment characteristics described here are representative of those encountered by an employee while performing the essential functions of this job.

- Must be clean, well-groomed, and dressed in uniform at the start of every shift.
- This is a fast-paced and dynamic work environment with a diverse workforce.
- Ability to work a flexible schedule to include weekends and holidays during the tour season.
- Must adhere to AM Owner Group, & Affiliated Companies, and the United States Coast Guard Consortium Drug & Alcohol Policies & Procedures.

Supervisory Responsibilities (Sous Chef)

☒ No

Acknowledgment

I have reviewed the above job description, including the physical requirements and the environmental conditions. I acknowledge that I can perform these job duties with or without reasonable accommodation. I understand that if I need accommodation to perform the essential functions of my job I must contact my supervisor or Human Resources as soon as possible to begin an interactive process.

Received and Accepted By:

Allen Marine Tours is an Equal Opportunity Employer

	ALLEN MARINE TOURS	Pg. 4 of 2
	Job Description	Print Date: September 11, 2026

Signature: _____ Date: _____

Printed Name: _____