Sous Chef – Annie’s Culinary Garden

Annie’s Culinary Garden owns and operates an extensive garden, as well as Annie’s Café and Produce in Black Mountain, NC. Annie’s Café is looking for a talented and passionate Sous Chef to help us bring the garden-to-table experience to life. This role works closely with Annie to lead our kitchen team—ensuring culinary excellence and efficient operations while fostering a joyful, collaborative working environment.

Core Responsibilities

Culinary & Connection:
Execute and manage daily menu production, focusing on dishes that are innovative, delicious, and maximize the seasonal bounty of the garden. Help embody our mission of connecting people to “real” food that nourishes both body and soul.

Team Leadership:
Lead, inspire, and manage the kitchen team. Maintain a positive, respectful, and energetic work environment where staff feel valued and motivated.

Operational Excellence:
Oversee daily kitchen flow, service efficiency, and quality control. Assist with ordering, inventory, and maintaining rigorous food safety standards—prioritizing sustainable practices and minimal waste.

Menu Development:
Collaborate on recipe creation and menu adjustments to highlight fresh harvests, keeping our offerings exciting and reflective of the season. Focus on creative vegan and vegetarian dishes.

Qualifications

The ideal candidate brings both skill and heart to the kitchen:

- Passionate about creating healthy, local, seasonal food that nourishes and inspires
- Prepares high-quality dishes with care, creativity, and consistency
- Works calmly under pressure while maintaining a positive attitude
- Demonstrates a strong work ethic and genuine love for cooking
- Self-motivated, organized, and attentive to cleanliness, labeling, and storage
- Follows recipes accurately and contributes thoughtful improvements
- Possesses solid basic math skills and kitchen measurement knowledge
- Understands restaurant best practices, food safety, and cooking methods
- Communicates clearly and works cooperatively within a team
- Previous professional kitchen experience preferred—or the equivalent of being the best home cook anyone has ever met!

If you believe food is love, the garden is inspiration, and teamwork is the secret ingredient, we'd love to welcome you to the A-Team at Annie's Café.

Physical Requirements

- Must be able to lift up to 50 pounds
- In an 8-hour workday: standing/walking for 6–8 hours

Benefits

- Daily meal
- Fresh produce when available

Compensation

- $25–$27 per hour, based on experience

Schedule

- 30–40 hours per week
- Ability to work a flexible schedule, including weekends and holidays as needed

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To Apply:

Contact annie@anniesculinarygarden.com if you're interested in this position. Annie’s Café is located at 3206 US-70 in Black Mountain, NC 28711.

Annie’s Culinary Garden is an equal opportunity employer. All applicants will be considered without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran, or disability status.