

Interview Questions: Executive Chef

#### Applicant: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

#### Interviewer: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

#### Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. The Central Kitchen Executive Chef will be directly supervising the work of Production Cooks, Production Assistants, Warewashers, and Custodians. Explain your previous management experience, your management style, and the different types of job positions you have supervised. *1 2 3 4 5*
	1. *Interviewer Note - Look for: Leadership, patience, communication skills, positive attitude, teamwork, decision-making, modeling, respect*
2. Describe your experience with software-based ordering, receiving, recipes, inventory, and production records. *1 2 3 4 5*
	1. *Interviewer Note - Look for: Specific Programs, Word, Excel, email, Google, other, food service software, show comfort level learning new things*
3. Describe any previous experience following HACCP or Food Safety plans, Standard Operating Procedures, and temperature monitoring devices to ensure safe food production. Give us two examples of Standard Operating Procedures you have practiced in the past. *1 2 3 4 5*
	1. *Interviewer Note - Look for: Specific examples; knowledge of HACCP; experience with SOPs of receiving, cooking, holding, reheating, dishwashing, taking temps, time temp abuse, minimum internal temps*
4. Please tell us how you handle stress in the workplace. Tell us about the most stressful work-related situation you have encountered and the actions you took to bring the stress level down. *1 2 3 4 5*
	1. *Interviewer Note - Look For: Professionalism, proactive behaviors, positive attitude, creative solutions, flexibility, patience, communication*
5. Explain any expertise and use of large scale cooking equipment, including large kettles and skillets, grinders and choppers, cook/chill, and sous vide equipment, and bagging and vacuum sealing equipment. *1 2 3 4 5*
	1. *Interviewer Note - Look for: Components of a cook/ chill vs. sous vide operation; similarities and differences between cook/ chill vs. sous vide vs vacuum packaging; shelf life considerations; food safety concerns*
6. What is your background and experience with catering? *1 2 3 4 5*
	1. *Interviewer Note - Look for: From scratch prep; pack-lists; prep-lists; ordering; organization; menu development; communication customer service; flexibility in scheduling*
7. The Central Kitchen Executive Chef will provide day-to-day leadership and training to ensure and promote a positive employee relations environment. Describe a time you are able to diffuse and manage a volatile and stressful situation. *1 2 3 4 5*
	1. *Interviewer Note - Look for: Listening skills, open communication, problem-solving, maintaining respect, professionalism*
8. Explain how you have been in positions of responsibility for food and payroll costs. *1 2 3 4 5*
	1. *Interviewer Note - Look for: Replies on food waste, following standardized recipes, efficiency, training staff, using time clock reports etc.*
9. The Central Kitchen Executive Chef will be responsible for planning, monitoring, and evaluating food production as well as developing daily project lists and meeting with staff to review recipes, menus, and procedures. Explain what you envision a typical day on the job would be like including your strategies if things were to go wrong. *1 2 3 4 5*
	1. *Interviewer Note - Look for: Planning out your production day well in advance; inventory control; pre-shift meeting; scheduling duties; time management*
10. What is your experience with training staff on safe and sanitary food handling and the proper operation and maintenance of large scale cooking equipment? *1 2 3 4 5*
	1. *Interviewer Note - Look for: Serve safe training; delegation of sanitation/equipment logs; specific examples*
11. We will have two shifts, one very early morning through early afternoon, and one late morning to evening. We will be assigning people to one shift or the other based on the needs of the operation. Do you have a preference? We will try to take this into consideration.
12. Please tell us anything else you would like us to know about you that will aid us in making our decision.
13. What would you like to ask us about this position?