

The Loveless Cafe is a Nashville institution with deep roots, a strong sense of community, and a reputation for exceptional Southern hospitality. **Loveless Events** operates on-site events in the Barn and Harpeth Room, along with high-volume off-site catering throughout the Nashville area, delivering elevated Southern cuisine with thoughtful execution.

Loveless Events is seeking a full-time **Events Sous Chef** to join our culinary leadership team. This role works closely with the Head Chef to oversee daily kitchen operations, lead staff, and ensure consistent, high-quality food execution across all catering events. This role is ideal for a culinary leader who thrives in a fast-paced, event-driven environment and is eager to grow professionally by taking on increasing responsibility across both kitchen execution and administrative operations.

Base Pay

- Up to \$56,000 DOE plus additional bonus opportunities

Excellent benefits are available such as:

- Medical, Dental, Vision, Life Insurance, and various supplemental insurances
- Matched 401(k)/ROTH
- Student Loan Payment (Gradifi)
- Paid Parental Leave for new mothers and fathers
- Paid Time Off & Holiday Pay
- Professional Development opportunities.

Benefits are available for eligible employees as early as 60 days!

Role Overview

The Events Sous Chef plays a critical leadership role in supporting Loveless Events Catering operations. This position assists the Head Chef in managing kitchen staff, inventory, food production, cost controls, and food safety standards while ensuring seamless execution for both on-site and off-site events.

This role requires a hands-on leader who can manage people, processes, and product simultaneously while maintaining composure under pressure and adapting to last-minute changes seen in catering operations. This position offers the opportunity to gain deeper exposure to operational planning, financial oversight, and leadership development within a high-volume catering environment.

Kitchen Operations & Leadership Responsibilities:

- Lead, supervise, and mentor kitchen staff to ensure consistent food quality and efficient execution
- Oversee food preparation and cooking to ensure all items meet recipe, portioning, presentation, and timing standards
- Monitor inventory levels, conduct scheduled counts, and order food, supplies, and ingredients based on event demand
- Maintain a clean, organized, and inspection-ready kitchen at all times
- Ensure compliance with all health, safety, and sanitation regulations
- Oversee kitchen opening and closing procedures, including completion of closing checklists
- Inspect kitchen equipment regularly and support preventative maintenance programs
- Support overall guest experience by ensuring food execution, timing, and presentation align with event service standards

Staff Development & Team Support:

- Assist the Head Chef with recruiting, hiring, training, and onboarding kitchen staff
- Provide coaching, guidance, and corrective action when needed, in alignment with company policies
- Foster a positive, accountable kitchen culture built on teamwork, consistency, and professionalism
- Attend and actively participate in scheduled meetings and trainings
- Serve as a trusted leader, remaining approachable and open to employee concerns, feedback, and suggestions to foster a positive and collaborative work environment.

Financial & Administrative Responsibilities:

- Track and maintain weekly and monthly food cost and labor reports
- Actively contribute to menu planning, pricing discussions, and operational decision-making with culinary leadership
- Complete required paperwork, reports, and schedules accurately and on time

- Adhere to and help enforce company policies, procedures, and SOPs
- Utilize reporting tools and systems to support forecasting, budgeting, and operational decision-making
- Create, manage, and adjust kitchen staff schedules to align with event volume, labor budgets, and operational needs

Other Role Accountabilities:

- Work with the Head Chef and GM to implement procedures that align with company standards and facility needs
- Identify operational challenges, develop solutions, and follow through to resolution
- Maintain professionalism and sound judgment in high-pressure, time-sensitive situations
- Ensure tasks are completed accurately and on schedule, either through direct execution or effective delegation
- Operate independently while maintaining clear, consistent communication with culinary and operations leadership

Qualifications

- High School diploma or GED required
- Minimum 5 years of experience in kitchen preparation and cooking
- Minimum 2 years of experience in catering or banquet service
- Advanced knowledge of catering, food & beverage, and hospitality operations in a high-volume, event-driven environment
- Strong understanding of food safety, sanitation, and labor regulations
- Hands-on experience managing inventory, food ordering, food cost controls, and food & beverage software in a high-volume kitchen or catering environment
- Valid ServSafe Certification
- Valid Tennessee Driver's License
- Proficiency in Microsoft Office, including Outlook, Word, and Excel, with the ability to manage reports, schedules, and operational documentation
- Ability to work a flexible schedule inclusive of weekends, nights and holidays

Preferences

- Associate Degree in Culinary Arts or Hospitality Management, or equivalent work experience
- ABC Certification
- Knowledge of Square POS Software
- Off-site catering or mobile kitchen experience
- Strong verbal and written communication skills, with the ability and confidence to present and communicate new ideas and concepts, describe and document issues as well as offer solutions.
- Leadership presence with a hands-on, solutions-focused mindset and interest in long-term professional growth

Work Requirements

The employee required to stand for long periods of time. The employee must frequently lift or move objects up to 30 pounds and occasionally lift or move objects up to 50 pounds. Frequent bending, reaching, and stooping required. Must be comfortable working in non-climate-controlled environments

Why Join our Company?

The Loveless Cafe is locally owned and operated in Nashville, which means that every purchase supports local jobs, causes, and community initiatives. Our company has been a part of the Nashville community for generations, and we do our best to give back at every opportunity. To demonstrate, we even have a dedicated Community Relations Specialist on-site! Transparent leadership, competitive benefits and a safe, enjoyable work environment are key drivers in our company culture. We are committed to not only providing a great experience for our customers and community, but also an inclusive space to foster employee ambitions. Our commitment to these core values enables us to cultivate our employees' professional strengths and help each individual achieve their full potential.

The Loveless Cafe GP is an equal-opportunity employer and is committed to hiring and maintaining a capable and committed workforce. EOE/M/F/D/V

Job Type: Full-time