

Common Market Kitchen Manager

Common Market is the neighborhood's all-day living room. A come-as-you-are space where everyone feels welcome, safe, and respected. We celebrate diversity, foster belonging, and strengthen communities through housemade, local food and drink served with gratitude, humor, and heart. Rooted in hospitality and fueled by organized chaos, we give back to the communities that make us who we are. Part rebel, part neighbor, all home.

The Kitchen Manager keeps the deli humming by leading the kitchen team, setting the daily pace, and ensuring food quality, service, and teamwork stay on point. This is a hands-on leadership role for someone who thrives in a fast-paced environment, cares deeply about customer satisfaction, and knows how to build strong, reliable teams.

Working closely with and reporting to the General Manager, you'll oversee daily kitchen operations, manage people and resources, and help execute store strategy to support sales and long-term success. You'll coach teammates, solve problems on the fly, and help maintain a kitchen culture where people show up, work hard, and support each other.

This role is primarily daytime-focused (a rarity in hospitality), though as a restaurant leadership role, some evening hours may be needed. With strong shift leads and clear expectations, you'll average around 45 hours a week and be home for dinner most nights. As with most salaried positions, hours ebb and flow with the season: training, peak periods, call-outs, and vacations can push heavier weeks closer to 50–55 hours. In those stretches, the Kitchen Manager is the stabilizing force, but you won't navigate them alone. You'll have leadership above you and kitchen leads beside you. If you move toward a problem rather than away from it, this role will feel like a natural fit.

Common Market is open 365 days a year, so flexibility matters. Kitchen Managers are expected to work weekends and holidays as needed to support the team and our guests.

We're taking our time with this search because we're looking for the right long-term fit. While interviews may begin sooner, we are not planning for this role to start until early to mid-July.

What You'll Do

- Lead and support the kitchen team through daily operations, including catering execution
- Train, coach, and develop team members
- Manage schedules, staffing levels, and labor needs
- Step in operationally when staffing gaps arise
- Ensure food quality, safety, cleanliness, and service standards
- Oversee inventory, ordering, and deliveries
- Monitor budgets, payroll, and operational efficiency
- Maintain compliance with health and safety regulations
- Complete quarterly Sammie Slinger assessments

Team & Culture Expectations

- Lead by example and collaborate with teammates at all levels
- Coach, encourage, recognize, and celebrate great work
- Take shared accountability for guest experience, team performance, and daily operations
- Foster a positive, inclusive, and respectful work environment by showing up with authenticity, humility, and respect in all interactions
- Help create consistency and stability for the kitchen team, especially during busy or challenging periods

Work Ethic & Mindset

- Maintain high standards for quality, cleanliness, and professionalism
- Approach all tasks with care, pride, and attention to detail
- Embrace hard work while helping keep the space grounded and welcoming
- Stay open to learning, feedback, and growth opportunities
- Understand that leadership in hospitality sometimes requires flexibility, urgency, and sacrifice
- Balance hard work with sustainability, for yourself and your team

Competencies

- Lead by example and motivate the team to work to their full potential
- Shift smoothly between multiple priorities while maintaining focus and quality
- Stay calm, focused, and professional under pressure
- Build strong relationships and work well with teammates and guests
- Be reliable, accountable, and willing to jump in wherever needed
- Communicate clearly and keep teammates aligned on goals
- Handle operational problems proactively instead of waiting for direction

Why You'll Love It Here

- Daytime-focused schedule with better work-life balance than most hospitality leadership roles
- A team that truly has each other's backs
- Fast-paced, supportive, people-first culture
- The chance to make a real impact on guests and teammates
- A community-driven workplace that values good food and good people
- Thoughtful benefits like paid time off for everyone, health insurance for full-time folks, shift meals, an employee discount, and bonus opportunities