

Executive Sous Chef

Keltic Lodge is a historic resort located in the heart of the magnificent Cape Breton Highlands National Park, proudly overlooking the Atlantic Ocean. Home to the #5 Golf Course in Canada and part of the Golf North family, we truly are a premier destination for hospitality, golf, and relaxation. Just 2 hours from Sydney, NS, and a 5-hour drive from Halifax, the resort has been welcoming guests to Cape Breton, Nova Scotia since July 1940.

We are seeking a disciplined and creative Executive Sous Chef to lead our culinary operations. As the second-in-command, you will be responsible for the daily management of all kitchen functions across our multiple dining outlets and banquet facilities. The ideal candidate is a hands-on leader who thrives on the "line," possesses a sophisticated palate, and has a proven track record of maintaining high-margin, low-waste operations without compromising on quality. If you are passionate about providing world-class guest service and thrive in a fast-paced, scenic environment, we offer the unique opportunity to live, work, and grow within Canada's largest multi-course golf operator. We are seeking committed, enthusiastic team members ready to contribute to another successful season of memorable experiences for our guests.

What we offer:

- Competitive wages
- Gratuity program
- Staff golf at Cape Breton Highlands Links, subsidized staff accommodations, staff discounts on branded merchandise and select local attractions
- Family and Friends rates
- Training and development to support personal & professional growth
- Career advancement opportunities within the company
- Opportunity to work with world-class local seafood and seasonal Nova Scotian produce.
- A fun place to work with an amazing team & company culture!

Essential duties include, but are not limited to:

- Oversee the daily preparation and execution of menus across all outlets, ensuring every plate meets the Keltic Lodge standard for flavor, temperature, and presentation.
- Direct, train, and mentor a diverse kitchen brigade. You will be responsible for scheduling, performance evaluations, and fostering a culture of professional growth and mutual respect.
- Assist the Executive Chef in managing food costs, labor budgets, and inventory. You will oversee ordering, receiving, and waste management protocols.
- Implement and maintain rigorous "Gold Standards" for food quality. Conduct regular line checks and taste-testing to ensure consistency across breakfast, lunch, dinner, and events.
- Ensure 100% compliance with provincial health regulations and food safety standards. Maintain a pristine kitchen environment and oversee the maintenance of all culinary equipment.
- Collaborate with the Executive Chef on seasonal menu rotations and daily features, utilizing local Cape Breton ingredients and modern techniques.
- Lead the execution of high-end weddings and corporate events, ensuring seamless service for groups ranging from 20 to 200+ guests.
- Complying with the Occupational Health & Safety Act and GolfNorth Health & Safety program.

Qualifications:

- Minimum of 5 years in a high-volume, upscale kitchen, with at least 2 years in a senior leadership role (Sous Chef or above).
- Culinary Degree or Red Seal Certification is highly preferred.
- Advanced knowledge of classic and modern culinary techniques.
- Strong administrative skills (Excel, inventory software, and labor management).
- Exceptional calm-under-fire leadership during high-pressure service.
- Valid Advanced Food Safety Certification.
- A "teacher" mindset—someone who enjoys developing junior talent and maintains a professional demeanor at all times.

Language Requirements:

- **Fluency in English** (written and verbal) is required for all positions to ensure effective communication across the resort.

- **Proficiency in French** or other languages (e.g., German, Spanish, Mandarin) is considered a **significant asset** for customer-facing roles.

Working Conditions:

- Bending, balance, lifting (up to 30 lbs.), extended periods of standing
- Ability to remain on your feet for extended periods.

Application question(s):

- Would you be able to reliably commute to Ingonish Beach, NS B0C 1L0 for this job? If you are unable to reliably commute, are you planning to relocate?
- If No to the above, do you require housing accommodations?

Visa Requirements: Must be legally authorized to work in Canada. The hotel is unable to assist candidates in obtaining Canadian work authorization.

To Apply:

Please submit your resume and cover letter to careers@kelticlodge.ca