

**JOB DESCRIPTION**  
William J. Gould Associates, Inc  
**Kitchen Work Team Leader**

Join a dynamic team dedicated to healing, recovery and reimagining mental health treatment. The Kitchen Work Team Leader works as a member of a multidisciplinary team that contributes to each guest's treatment and recovery. Reporting to the Kitchen Manager, this position is responsible to assist in the successful operation of the Gould Farm kitchen facility, which feeds approximately 60 to 100 people per day, three meals per day. This position assists with the general operations of the kitchen, including meal preparation, maintenance of a clean, safety conscious and efficient work environment; and leadership of the guest work program. This position is responsible for the promotion of the values of Gould Farm, reflected in the Mission Statement and participation as a contributing member of the community.

**Primary responsibilities include but are not limited to:**

**Kitchen Operations**

- Assist in overseeing the daily operation of the kitchen and maintaining the standards and expectations of excellence in work team performance and service.
- Plan, prepare and deliver menu items in a manner that reflects attention to quality and service, and health and nutrition.
- Maintain a clean, sanitary and safe work environment.
- General housekeeping tasks and sanitation procedures, including sweeping, washing floors and windows, cleaning equipment and appliances, etc.

**Work Program**

- Create and support a work environment that is empowering for guests, volunteers and colleagues.
- Teach and coach guests assigned to the area, by offering supportive, appropriate and challenging work assignments and recognizing accomplishments.
- Collaborate with staff and guests to ensure an environment where all participant's strengths, talents and voices are recognized.
- Actively engage in a circle of support and feedback regarding guest participation in work therapy program as part of the overall Gould Farm therapeutic milieu.
- Support other food service work teams, especially in a seasonal downswing.

**Administration**

- Meet weekly with the Manager for ongoing supervision to support professional growth and competency.
- Serve in leadership roles, supporting volunteers and per diem staff.
- Attend and participate in regularly scheduled staff and community meetings.
- Participate in ongoing training to meet performance expectations.

**Qualifications: This position requires residency at the Farm as a condition of employment (living at Gould Farm in provided housing). Should suitable housing not be available at the time of hire, agreement to moving to the Farm as soon as suitable housing is available is a contingency of employment.** This position requires food service experience, and the ability to work collaboratively as a team member. Excellent communication and organization skills and the ability to assist with the integration of community feedback into a continuous improvement initiative are essential.

Gould Farm is an equal opportunity employer; the organization offers employment, advancement opportunities and benefits without regard to race, color, gender, gender identity and/or expression, sexual orientation, pregnancy, religion, marital status, parental status, physical or mental ability, mental health, age, veteran status, ancestry, national or ethnic origin, genetics, political beliefs, and any other basis prohibited by

applicable state, federal, or local laws. Candidates who can contribute to Gould Farm's commitment to diversity are encouraged to apply.

**Compensation:** \$15 per hour, with a great benefits package including medical/dental insurance (employer pays 85% of premiums and up to 100% of deductible), life insurance, generous Paid Time Off (PTO includes 5 weeks of vacation and holidays the first two years and 6 weeks thereafter), generous sick time accrual, 401K, low cost on campus housing including utilities, generous food benefit including prepared meals 3X a day and access to basic pantry items and Farm made products.

**INTERESTED CANDIDATES SHOULD SUBMIT A LETTER OF INTEREST AND RESUME VIA EMAIL TO HUMAN RESOURCES: [hr@gouldfarm.org](mailto:hr@gouldfarm.org).**