



## Head Chef – 2026

Whaler's Cove Lodge is entering into its 44th Season of hosting Sport Fishing and Wilderness Adventures.

We are looking for a great “Working” Chef who:

- Will report directly and cooperate daily with the Lodge Director and will quickly amass an in-depth familiarity with the kitchen's operations so that they may fill in for the Executive Chef when needed and assist them in leading the kitchen crew and resolving any problems that may arise on the job.
- Knows what it takes and is motivated to lead and inspire a team
- Is an optimist who seeks practical solutions
- Has an understanding of every aspect of their trade through practice and education
- Is willing to tackle the task of a seasonal lodge: opening, performing, wrapping up
- Knows themselves well enough to enjoy living and working on a small island, in the middle of 17 million acres of wilderness, with 32 crew, and up to 32 guests
- Is tenacious enough to work through all the challenges working in a remote location brings, including a limited labor force
- Is encouraging to every person who works on their team... sets the pace, establishes the standard.
- Is willing to clean, including dishes
- Is a planner. It takes two + weeks, multiple modes of transportation, and many hands to get supplies to our kitchen... planning starts in the fall for the next summer
- Is willing to work with management and respect the culinary culture. The lodge has been successful for 40 years in its unique location, in part due to standards developed by the founders and systems developed by current ownership and management. It takes a tremendous amount of communication and cooperation to make this endeavor successful.

Whaler's Cove Lodge is a REMOTE lodge on a small ISLAND. There are no roads, no cars, no stores where you can go to purchase necessities or other desired goods. There is no Amazon delivery. There are no coffee shops, salons or movie theaters. There is nowhere to go out to eat other than at the lodge. Killisnoo Island consists of a few private homes and the lodge... that's it. And technology is not guaranteed.

Although this is seasonal employment; we prefer a multi-season commitment.

### Qualifications to Include:

- ✓ High School Graduate or GED Required
- ✓ Culinary Arts Degree Preferred or Equivalent Experience
- ✓ At least 5 years of professional experience as a Prep Cook
- ✓ At least 2 years of professional experience as a Sous Chef
- ✓ Demonstration cooking experience preferred
- ✓ Excellent and genuine customer service skills
- ✓ Hospitality financial management experience is a plus.
- ✓ Computer literate preferred
- ✓ Ability to delegate

- ✓ Proven effective team leader
- ✓ “All-Hands on Deck” attitude
- ✓ Authentic enjoyment for chosen profession
- ✓ ServSafe Manager Certification preferred

### Responsibilities Include:

Primary responsibility is to create an inviting, welcoming, pleasurable, and satisfying dining experience for our guests and crew. Service will include three meals per day, for up to 60 persons throughout ~ 67-100 days operating season. Pre & post guest-weeks involve dining for owners, hosts, employees, and select contractors; up to 32 people per service. Breakfast and dinner service are plated. The lunch sandwich and sides bar, salad bar, continental breakfast items, and beverages are self-serve. Guests and crew are accustomed to well-flavored food and tantalizing displays. The lodge has an **established**, rotating, 10 day menu for guests and an established menu for crew. Inventory, stock, and rotation must occur without fail. Ordering is performed in conjunction with management. Vigilance with sanitation is essential.

### Additional Responsibilities Include:

- ✓ Direction of kitchen and dining room staff (3-8 per shift) in cooperation with Front of House to ensure the best flow and to provide exceptional customer service
  - Staff scheduling
  - Demonstrate new cooking techniques and equipment to staff
  - Establish presentation technique and quality standards
  - Ensure timely (punctual) serving: 7am breakfast, 12pm lunch, 6pm Soup, 6:30pm appetizers & salad, dinner, and dessert
  - Train and develop the team to prepare and deliver food to exceptional specifications
  - Praise and recognize good performance
  - Deal with poor performance through education, coaching, informal reprimands and [when necessary] the company’s disciplinary procedure
  - Maintain impeccable personal hygiene
  - Maintain safety standards within the workplace
  - Communicate via team meetings, one-to-one meetings, training sessions, notice boards and written formats
  - Available for meetings with Guest Service Lead and Lodge Director
- ✓ Food orders/quality/inventory control
  - Work with Lodge Director to order food and supplies
  - Responsible for maintaining department budget for food, supplies, equipment purchases
    - Zero \$ are budgeted or spent on petty cash purchases
    - All purchase orders are processed weekly and accounted for
    - Proper portion estimating; minimizing waste
  - Check the quantity and quality of received products
  - All substandard food is reported to Lodge Director with the appropriate paperwork and photos for credit (Due to our remote location it is unreasonable to return substandard items)
  - Secure stock, monitor, and control levels. As a seasonal enterprise, our chill and freeze needs to end with minimal stock to store over the winter for the subsequent season start-up and our pantry items need to be reduced to as bare a cupboard as possible.
  - Stock rotation is routinely maintained
  - All storerooms, fridges, and freezers are kept in order

- Crew Food policy is followed with no unauthorized food leaving the kitchen
- Cooperate with entire crew during food purchasing and shipment
  - The remote location creates logistical and lead-time challenges for purchasing, shipping, and stocking
  - The Head Chef works with the Lodge Director and the Juneau Expediter. During times of purchasing and pick up, the Chef is to be available via phone to answer any questions in a timely manner (minutes) so that the Juneau Expediter can complete picking up all inventory (usually 6,000 – 8,000 lbs of product) within a few hours to then load onto a third-party freight hauler for shipment to the lodge.
- ✓ Comply with & implement all health and safety requirements
  - Ensure temperature records and food labeling are maintained and up to date
  - Ensure the kitchen is clean and hygienic, making sure cleaning rotas are adhered to
  - Monitor sanitation practices to ensure that employees follow standards and regulations
- ✓ Ensure proper equipment operation/maintenance
  - Arrange for equipment repairs in conjunction with the Lodge Director
- ✓ Menu Selection and Presentation
  - Incorporating Whaler's Cove traditions and Owner's vision, while maintaining standards that long-time clients have come to expect.
  - Although there is a menu rotation, the challenge of ending the season with minimal inventory that will keep throughout the winter creates a situation that requires the last few menus to vary to exhaust the inventory. There are also occasional delays with receiving orders due to unforeseen logistical challenges (i.e. ferries being cancelled due to acts of Mother Nature or mechanical failures). Any changes needed in the menu are strategized with the Lodge Director.

### Considerations:

*Team Oriented* ~ Chef needs to understand the interdependence that this operation requires to succeed. Healthy communication skills, willingness to solve issues, positive attitude, big-picture mentality, a sense of humor, self-motivation, and an ability to adapt and learn are all required.

*Professionalism* ~ We require Chef and culinary team to present themselves in a professional manner at all times. We always have guests at the lodge (from June into September, 24 hours a day / 7 days a week) with turnover days on Saturdays (every week) and Tuesdays or Wednesdays (alternating every other week). Because of our remote location, it is very difficult to replace any of our crew during the operating season. We expect a commitment to stay the entire season or agreed-upon length of contract. It is important that our applicants understand the operation and what responsibilities will be required of them.

*Attitude & Social Ability* ~ Our Chef is highly influential in our guest experience. It is important that our Chef enjoy hosting. We are looking for an individual who truly enjoys hospitality! We expect our Chef to make his/her presence known in the dining room at one point during each mealtime to greet and interact with guests. We require our team to have a positive attitude, show extraordinary manners, and be courteous at all times. This position involves *daily communication*: kitchen crew, Kitchen Manager, up to 3 other Department Managers (who will be integral as support staff for delivery and stocking of all goods, storage, and maintenance), up to 32 crew members who live on site, and up to 32 guests daily!

*Guest Requests* ~ As a well-established lodge that prides itself in taking care of each and every guest and employee, our culinary team will need to incorporate specific specialty menu items that will ensure that every person at the lodge has a safe and enjoyable experience. These specialty menu items include gluten free, allergy considerations, and special event items (i.e. anniversary & birthday cakes). The Chef, Guest Services Manager,

and Lodge Director all have access to a Special Events calendar that is updated frequently so that the entire team can ensure that all special requests are attended to.

*Safety & Medical* ~ Knowledge of maritime radio etiquette is helpful. Guest Services crew and Lodge Director rotate monitoring the lodge radio 24 hours a day while guests are on site. Operating in the Alaskan environment is inherently dangerous and *all* employees are required to be aware of and responsive to any potentially dangerous situation that may arise. Firearms are kept on site and carried by various guides and department heads. The lodge has a working cannon for entertainment purposes only. First Aid and CPR certification is preferred.

If a situation arises that requires medical attention, crew is to contact Guest Services immediately and render any assistance possible. The community of Angoon has a medical clinic with emergency staff available; although due to irregular cell service, contact may not occur immediately. Regional scheduled sea plane service or charters may be available to transport patients to adequate medical care facilities in Juneau or Sitka (this is a minimum 40-minute transport). In addition, the U.S.C.G. Air Station in Sitka has the capability to medevac serious injuries with a minimum response time of 45 minutes to the lodge; another 45 minutes to the hospital. Lodge management is to be contacted immediately to ensure a coordinated and timely response.

Kitchen crew must be healthy, physically fit, maintain a clean and professional appearance, be drug-free (pre-employment drug testing and random seasonal drug testing is company policy at company discretion), and a *non-smoker*. Anyone who cannot maintain themselves in a professional manner regarding alcohol consumption need not apply.

*Company Policy* ~ Employees of Whaler's Cove Lodge are to abide by the current version of the Employee Handbook (provided at time of hiring). The duties and policies described in this job description are in addition to, and an integral part of the employee policies set forth in the Employee Handbook. Whaler's Cove Lodge is an at-will employer and employment at Whaler's Cove Lodge is at will.

*Adaptable & Hard Working* ~ This seasonal industry is intense and unique. Whaler's Cove Lodge performs its services in a very remote location in Alaska. The crew lives and works on 10 acres, on a small island, for up to 120 days. Without a doubt, the operating season is hard work and can be very satisfying. Most of the administrative duties are performed at the company satellite offices in Kalispell, Montana from October through May. There are opportunities for recreation during the season; however, our primary purpose is to provide guest services during our limited window of operations.

## Daily Schedule & Routine in Alaska

Kitchen is responsible for filling bellies with good food every day, for up to 120 days, without fail. There are no other options for food service in our remote area. The work week consists of six (6) days on shift with one (1) day off. A typical week during the operating season for the Chef includes 60-80 hours of work.

- Breakfast
  - 7:00 am each morning.
  - A lunch bar is provided during breakfast (for guests and staff to pack brown bag lunches for consumption while out on the water or in the wilderness).
  - Twice a week, during guest turnover, **double-breakfast service is required.**

- All guest turnovers happen first thing in the morning with outbound guests leaving on the same aircraft or ferry that the inbound guests arrive on.
- Boats are typically away from our dock by 8:00 am each morning and by 10:00 am on turnover days.
- Hot lunches are provided to crew at 12:00pm, daily (~ 32 people). (Guests are fed first)
- Hot Soup is provided at 6:00 pm daily; Appetizers and Salad Bar at 6:30 pm daily.
- Dinner & Dessert are served between 6:30-8:00pm daily. (Crew is fed first)

Dinner service is usually wrapped up by 8:30 pm. If circumstances prevent any staff from being able to attend dinner, our Chefs and kitchen staff will plate and hold dinner (warm) with notice. It is NOT a requirement for most of our crew to enjoy dinner with guests, however, crew are welcome. The dinner and evening presentation is a great way to wrap up the day's exhilarating moments. Evening presentations and awards are shared twice a week, the night before guests depart. Guests may chronicle their experiences with the group and share notable catches. We encourage guides and captains to take turns presenting our fish count and sharing their fish "stories".

Our Chefs are encouraged to treat our crew with the same customer service as our guests. Without our crew, our self-sufficient operation would not be successful! Management believes that our crew deserves food just as fine as the food we serve to our guests.

Fishing & boat assignments are plotted for the season by the Guest Services Manager. These are never "etched in stone" and can be changed depending on guest's needs, equipment availability, mechanical breakdowns, severe weather and a whole range of circumstances. The following days activities and assignments are firmed up each night with the guests around dinner (by the Guides and Guest Services Manager). Daily activities and boat assignments are posted each night, generally by 5:00pm in the main lodge and in the fish processing plant on the dock.

This is the routine, every day, up to 120 days each summer.

## Compensation

*Salary ~ DOE~ Starting* Range is \$3,316 – \$4,500 per month (during on-site employment)... PLUS participation in generous tip pool. Travel benefit to/from lodge is negotiable. Other benefits disclosed at interview. [Killisnoo Island] Room & Board is included.

*Accommodations & Meals during time in Alaska ~* Crew will be housed in modest, private rooms. A few senior crew rooms have private baths... all others will share bath facilities. Self-service laundry facilities (including detergent) are provided, as is bedding and towels. Our staff enjoys the same hearty meals enjoyed by guests, served buffet-style in the crew dining room. There is no obligation for crew to share their meals with guests. Accommodations (room and board) are valued at \$1800 per month.

*Personal Items ~* your only living expenses while at the lodge will be personal items (i.e. toiletries, medicines, etc.).

This position will be living and working on-site in Alaska on a remote island for 3+ months. In order to ensure a safe living environment for all, a background and reference check is required prior to final hire.

Whaler's Cove Lodge operates continuously and uninterrupted (24/7) from opening day until the last guests depart. The 2026 season opens to the first guests July 1st and last guests depart September 11<sup>th</sup>. Our 2026 operating season is approximately 82 days (with guests), and includes 24 turnover days. The total 2026 season

for Chefs is ~ 108 – 120 days; season start and end dates are to be finalized based upon final determination of facilities projects.

WCL is a cooperative, self-sufficient operation that requires an immense amount of foresight, planning, communication, and teamwork. Each employee’s attitude and work ethic is critical to the success and enjoyment of our workplace.

Whaler’s Cove Lodge is the largest employer in its remote area of Alaska. It provides a livelihood for 32+ employees and is a destination of choice for over 600 guests each year. This position is not just a job, it’s a lifestyle and a commitment to success... the business of being hospitable and positively affecting the local community. Your skills and attitude affect the team and window of performance each year. This position offers a unique lifestyle opportunity to live in Alaska for the summer.

Whaler’s Cove Lodge is a permit holder in the Tongass National Forest and Admiralty Island National Monument. All rules and regulations are expected to be followed.

The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified. All personnel may be required to perform duties outside of their normal responsibilities from time to time, as needed.

[www.whalerscovelodge.com](http://www.whalerscovelodge.com) EOE

Your application will be considered after you provide a Cover Letter (please include why you would like to join the Whaler’s Cove Lodge team) *and* Resume to:

[wclapplicant@gmail.com](mailto:wclapplicant@gmail.com)

907-723-3901 business line

Together, this Job Description and the Employee Handbook constitute the expectations of our Chef and are considered a mutual agreement between employee and the lodge.

Employment at Whaler’s Cove Lodge is at will. Whaler’s Cove Lodge is an at-will employer.

**Name:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Address Line 2:** \_\_\_\_\_

**City:** \_\_\_\_\_ **State:** \_\_\_\_\_ **ZIP:** \_\_\_\_\_

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Department Manager Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

HR use only	
WC code	9058
AK Occupational Code	98-35-1011
Generic title	Chef
Pay grade	\$ per month
Management? (Yes/No)	Yes
E/NE status	