



Sous Chef

For more than 131 years and four generations, J.C. Newman Cigar Co. has handcrafted the world's finest cigars in the heart of Tampa's historic Ybor City. Our factory, El Reloj, is the last operating hand-rolled cigar factory in the United States—a living landmark where more than 25,000 guests from around the world visit each year to experience Tampa's cigar heritage.

In late 2026, we will open three new hospitality experiences inside a beautifully restored 1910 building across the street from El Reloj: **Elaine's**, a classic American restaurant with continental and local influences serving breakfast, lunch, and dinner; **Stanford's Cigar Club**, a premium cigar lounge built around an exclusive barrel-aged spirits and reserve red wine program; and **The Inn at El Reloj**, eleven beautifully appointed guest rooms upstairs from Elaine's. Together with our private events programming on both sides of the street, they form the El Reloj District, a hospitality destination unlike anything else in Tampa.

We are seeking a Sous Chef to support and help lead the culinary operations across the property. This is an exciting opportunity to join a growing hospitality team and play a key role in shaping daily kitchen operations, mentoring team members, and delivering exceptional culinary experiences within one of Tampa's most significant historic properties.

Why You Will Want This Role

- Help build a culinary program from the ground up within a landmark hospitality destination
- Join a passionate team focused on creating one of Tampa's most unique dining and hospitality experiences
- Join a 131-year, four-generation family business that values craftsmanship, heritage, and doing things the right way
- Work in a state-of-the-art kitchen designed by a nationally recognized kitchen design firm with dedicated restaurant, event, and prep lines
- Be part of the El Reloj District in one of Tampa's most iconic and storied neighborhoods

Who You Are

You are passionate about hospitality, teamwork, and culinary excellence. You thrive in a fast-paced kitchen environment, lead with professionalism, and take pride in mentoring and developing others. You are organized, dependable, and committed to maintaining high standards in every aspect of kitchen operations.

You bring:

- Minimum of 2 years of culinary leadership or kitchen management experience, with strong culinary knowledge and a passion for cooking and hospitality.



- Excellent organizational, communication, and problem-solving skills, with strong attention to detail and the ability to multitask in a fast-paced environment.
- Knowledge of food allergies, dietary restrictions, safe food handling, and Department of Health standards.
- Experience developing and implementing menu items is preferred.
- A collaborative leadership style with the ability to teach, mentor, motivate, and develop kitchen team members.
- Basic computer proficiency, including Microsoft Word, Excel, and inventory management systems.
- Culinary school education is a plus.
- Food protection certification or equivalent food safety certification is preferred.
- Food Handler Card preferred

What You Will Do

As Sous Chef, you will work closely with the Executive Chef and culinary leadership team to oversee daily kitchen operations across restaurant service, room service, private events, and inn amenities. You will lead by example in the kitchen, ensuring consistency, organization, sanitation, and operational excellence across all meal periods.

You will:

- Ensure all menu items are prepared on time, according to recipe specifications, and meet established quality, consistency, and presentation standards.
- Oversee daily kitchen production and execution for breakfast, lunch, dinner, room service, and private events.
- Conduct standardized line checks to ensure food is fresh, properly prepared, properly stocked, and service-ready.
- Maintain a clean, organized, and sanitary kitchen while ensuring compliance with all food safety, health, and workplace safety standards.
- Collaborate closely with front-of-house leadership to ensure smooth service execution and foster a respectful, team-oriented environment.
- Support the kitchen team during service, including assisting line cooks and helping manage daily workflow and production needs.
- Assist with scheduling, labor management, payroll budgets, family meals, and maintaining an efficient back-of-house operation.
- Ensure timely product ordering, maintain strong vendor relationships, and monitor kitchen equipment to ensure proper and safe operation.
- Support menu development, seasonal offerings, culinary innovation, and the training, mentoring, and development of kitchen team members.
- Promote a positive culture of learning, accountability, teamwork, and operational excellence while maintaining the highest standards of food quality and guest experience.



Physical Requirements & Work Environment

- Ability to stand and walk for extended periods in a fast-paced kitchen environment
- Frequent reaching, handling kitchen tools, and operating equipment
- Ability to lift and move up to 50 pounds occasionally
- Exposure to heat, cold, steam, and other typical kitchen conditions
- Full-time position with flexibility to work evenings, weekends, and holidays based on business needs

Compensation & Benefits

We offer a competitive compensation package commensurate with experience:

- \$60,000–\$70,000 annual salary, commensurate with experience, plus performance bonus
- Full medical, vision, and dental insurance
- 401(k) savings plan with company match
- Company-paid life insurance and short-term disability
- Company-sponsored long-term disability
- Paid time off

Ready to Join Us?

If you're passionate about hospitality, take pride in creating exceptional guest experiences, and are excited to be part of a growing team, we'd love to hear from you. Please submit your resume and a brief note sharing your experience and why you're interested in joining the J.C. Newman team to hr@jcnewman.com or apply online at www.jcnewman.com/careers.

J.C. Newman Hospitality Co. is proud to be an Equal Opportunity Employer. We are a drug-free workplace and conduct pre-employment drug screening.