

COOK	
REPORTS TO	Center Manager
DEPARTMENT	Child and Family Development Programs
PROGRAM ASSIGNED	Head Start
LOCATION	Center Location
SUPERVISORY	Yes, 0-1
FTE STATUS	75%-100% (approx. 9.5 - 11 months a year)
FLSA STATUS	Non-Exempt
SCHEDULE	M-F, 8:00 AM-4:30 PM
SALARY RANGE	\$18.62 - \$31.85 / Hour

PRIMARY PURPOSE

The cook is responsible for providing a nutritious breakfast, lunch and snack for children, complying with all required standards. The cook will interact with children by assisting with cooking projects and mealtime experiences. The cook will be responsible for the daily cleaning of all the meal preparation equipment and kitchen area.

ESSENTIAL DUTIES AND RESPONSIBILITIES

1. Purchase and prepare food in compliance with Head Start Performance Standards, USDA guidelines and according to program cycle menus and recipes.
2. Post monthly menus, add changes to assure compliance with SDA/CFCAP standards.
3. Responsible for keeping USDA records and all other necessary recordkeeping.
4. Must follow all health and sanitation guidelines.
5. Purchase food as required following recipes, food buying guide, and staying within budgetary guidelines, and keeping accurate records.
6. Keep food preparation and storage area clean at all times.
7. Maintain inventory of all food preparation supplies and kitchen supplies.
8. Coordinate cooking and nutrition activities with teacher.
9. Interact with children, and observe eating habits.
10. Submit appropriate records and reports to Center Manager.
11. Responsible for keeping all cleaning supplies and poisons in a locked cupboard at all times.
12. Maintain an accurate list of children with food allergies and foods that are substitute due to allergies or parent's preferences as documented in child's file. Prepare substitute foods according to health professional's guidance or equal in nutrition. Serve substitute foods at the same time as all children's meals.
13. Prepares substitute foods to meet religious and dietary needs.
14. Supervise kitchen volunteers and prep cooks in all areas of food preparation, service and clean up as needed and specific to each center.
15. Provide training as needed in nutritional services, meal preparation, food purchasing and record keeping when requested.
16. Assist in the evaluation and planning of program plans.
17. Must maintain a working knowledge and implement program plans, policies and Head Start Programs Performance Standards.
18. Fulfill requirements as a Mandatory reporter.
19. Other duties assigned.

OTHER DUTIES AND RESPONSIBILITIES – Program Participation

1. Be a respectful, cooperative, and reliable team member, consistently treating co-workers, families, and community partners with respect and dignity.
2. Contribute to the operation of the program by attending and participating in Admin and program staff meetings; and sharing information gained through attendance at required trainings, workshops, and consultations.
3. Support in the evaluation and planning of program goals and plans.
4. Maintain professional and collaborative relationships by supporting and implementing position related duties of program contracts, MOU's and interagency agreements.
5. Maintain professionalism in dress and manner: Arrive to work on time, ready to work and participate. Meet program timeframes, checking email daily as well as site specific communication systems.
6. Ensures and maintains strict confidentiality of all sensitive information.

Code of Conduct:

Perform all work in compliance with program plans, policies Performance Standards, and CAT Codes of Conduct.

Confidentiality:

Respect and maintain program and client confidentiality policies regarding enrolled children and families, personnel issues, and other program operations as appropriate. Continuously ensure strict confidentiality of all sensitive information encountered while performing the duties of the position.

Training:

In consultation with supervisor, develop professional work goals and development plan, participating in training as requested.

JOB/BEHAVIORAL COMPETENCIES

1. Experience and education in children's learning styles.
2. Evidence of organizational skills with attention to detail.
3. Must have current food handler's card.
4. Must have dependable transportation and/or valid driver's license and auto insurance.
5. Evidence of ability to work in a cooperative team manner, coordinate directly with members of management, able to follow directions and program rules and policies.
6. Must be on the Central Background Registry, pass a pre-employment drug screening and have completed a TB screen.
7. Must be willing and available to work flexible hours, occasional evenings or weekends; also, to include the ability to attend meetings and trainings that may require out-of-town travel and overnight stays.
8. Ability to work with families from a diverse population.
9. Ability to de-escalate situations effectively, and to problem solve efficiently and bring issues to resolution.
10. Ability to return to task quickly despite constant interruptions.
11. Ability to effectively communicate positively, respectfully, sensitively and confidentially in a professional manner with children, families, community partners and co-workers in both verbal and written format.
12. Ability to successfully navigate and use a computer with basic working skills and knowledge.

13. Ability to work with low income and/or special needs families, including families from a diverse population.

COACHABILITY - JOB DESCRIPTION ESSENTIAL FUNCTION

1. Complete designated job tasks, special projects and all other duties as assigned to meet team, department, and Community Action Team, Inc. goals, while working cooperatively, efficiently, and productively in a team environment.
2. Actively demonstrate high levels of employee engagement, accountability, coachability, and responsibility for personal performance and results.

COACHABILITY – JOB DESCRIPTION KNOWLEDGE, SKILLS ABILITIES

1. **Growth Oriented** - Seek out and approach training opportunities with active engagement and curiosity, while learning and exhibiting understanding of Community Action Team, Inc policies, protocols, and performance expectations. Demonstrate initiative to incorporate and implement learning principles from informal and formal training, as well as feedback from leaders and co-workers. Actively pursue professional development opportunities to add value to Community Action Team, Inc, including learning, adopting, and quickly adapting to new techniques and technologies used in the changing utility industry.
2. **Accountable** - Actively demonstrate accountability and responsibility for both work product results and the impact behaviors and decisions may have on the ability of others to do their jobs well. Work cooperatively in a team environment, while consistently demonstrating collaborative, respectful and productive work habits.
3. **Coachable** - Receive, interpret, and implement job-related instruction, guidance, coaching, and training (both formal and informal) while progressively improving skills and overall success in performing assigned duties. When issues of poor performance or negative behaviors are raised, incorporate feedback in a constructive manner that demonstrates understanding of the concern and an ability and willingness to achieve the required consistent and sustained improvement.

MINIMUM QUALIFICATIONS AND EXPERIENCE

Minimum:

1. Must have two-years of experience, cooking for groups of 25 or more.
2. Must have knowledge of nutritional needs for preschool children, CACFP guidelines for preschool children and be able to follow program menus and recipes.
3. High school diploma or equivalent or at the recommendation of interview team with approval of Policy Council and Director.

PREFERRED:

1. Culinary degree
2. Bilingual skills

PHYSICAL DEMAND

X
X

Lifting

Carrying

Pulling

Pushing

X

Reaching

Shoveling

X
X

Manipulating

Keying/typing

☒ Other (Sitting for long periods)

Amount of Effort Applied	% of Time Effort is Applied			
	Less than 15%	15% to 40%	40% to 70%	More than 70%
Less than 1lb.		X		
Between 1 & 5 lbs.			X	
Between 5 & 25 lbs.			X	
Between 25 & 60 lbs.	X			
More than 60 lbs.	X			

☒ Sitting

☒ Standing

☒ Walking

☒ Stooping

☒ Bending

☐ Confined

☒ Other (Kneeling)

MENTAL OR VISUAL DEMAND

☐ Occasional mental and/or visual attention; the operation/task performed is either close to being automatic or the duties require attention only at long intervals.

☐ Frequent mental and/or visual attention; the flow of work is either intermittent or the process involves intermittent checking or interacting with others.

☐ Continuous mental and/or visual attention; the work is either repetitive or diversified requiring constant alertness to monitor and respond to various situations.

☒ Concentrated mental and/or visual attention; the work involves performing complex tasks to very close accuracy and quality specifications; or a high degree of hand and eye coordination for sustained periods.

☐ Intense and/or exacting mental and/or visual attention; the work involves visualizing, planning, laying out, or otherwise performing very involved and complex work.

WORKING CONDITIONS

☐ Dust

☐ Dirt

☐ Heat

☒ Cold

☐ Fumes

☒ Noise

☐ Vibration

☐ Water

☐ Other (specify)

☐ The job is typically performed under very comfortable working conditions; any disagreeable elements are generally absent during normal performance of job.

☒ Work is typically performed under reasonably good working conditions; while exposure to any or all of the above elements may occur, such exposure is generally not present to the extent of being disagreeable.

☐ The job is often performed under somewhat disagreeable working conditions; exposure to any or all of the above elements is likely, with at least one present to the extent of being disagreeable.

☐	The job is continuously performed under disagreeable working conditions; exposure to any or all of the above elements is probable, with several being present to the extent of being objectionable.
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☐	Work is continuously performed under extremely disagreeable working conditions; exposure to many objectionable elements is both continuous and intensive.
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ATTENDANCE

1. Typical schedule is Monday-Friday
2. Hours are generally 8:00 AM – 4:30 PM with occasional need for weekend or off-hours support for events, trainings, etc.

SAFETY

Compliance with regular safety guidelines is acceptable.

FLSA STATUS

Non-Exempt

CERTIFICATES/LICENSES

1. Food Handler's
2. Driver license
3. First Aid & CPR – Adult/Children

EEO CLASSIFICATION - This section should be completed by the Human Resources Department. It classifies positions for specific state and federal reporting requirements.

☐ Executive/Senior Level Managers (1.1)	☐ First/Mid-Level Managers (1.2)	☐ Professional (2)	☐ Technician (3)
☐ Sales (4)	☐ Administrative Support Workers (5)	☐ Craft Worker (6)	☐ Operative (7)
☐ Laborer (8)	☐ Service Worker (9)		

SIGNATURES & DATES - The following signatures are required to confirm the accuracy and completeness of the Job Description; that essential functions are aligned with organization goals and objectives; to validate that it is clear, concise and supports compliance with legal considerations; and employee understanding of the job requirements.

NOTE: Because jobs change, management reserves the right to add to or change the duties of the position at any time.

I have read this job description. I understand my responsibilities and will fulfill them to the best of my ability.

<i>Immediate Supervisor</i>	<i>Date:</i>	<i>Next Level of Management</i>	<i>Date:</i>
<i>Human Resources</i>	<i>Date:</i>	<i>Employee</i>	<i>Date:</i>