

Lead Cook - Specialty Diets

Oakland Feather River Camp - Job Description



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| Job Title: | Lead Cook - Specialty Diets |
| Full/Part Time: | Full Time |
| Location: | Quincy, CA |
| Compensation: | \$21.40 - \$23.90 per hour |
| Duration: | Seasonal |
| Dates: | May 18 - September 8, 2026 |
| Classification: | Hourly, Non-Exempt |
| Reports To: | Food Service Manager |

Position Purpose:

The Lead Cook – Specialty Diets ensures safe, inclusive, and high-quality meals for all campers with dietary restrictions. This role oversees the preparation of specialty diet meals, ensures clear and accurate labeling for allergens and ingredients, and maintains on site communication with families to support camper needs. This role works closely with the Assistant Food Service Managers to ensure meals are executed safely, on time, and to standard, while supporting and guiding other cooks on shift.

Ideal Candidate:

The ideal candidate is an experienced cook who thrives in a fast-paced, collaborative kitchen environment and brings a deep understanding of allergy-safe and specialty diet meal preparation. They are detail-oriented, clear in their communication, and passionate about ensuring all campers and staff feel safe, respected, and nourished at every meal. They enjoy working with others, can adapt quickly to changing needs, and take pride in maintaining high-quality food service for a diverse camp community.

Essential Job Functions:

- **Shift Leadership**
 - Ensure specialty diet meals are correctly prepared and served on time alongside mainline meals.
 - Monitor kitchen flow and safety, redirecting or adjusting tasks as needed to maintain pace and cleanliness.
 - Communicate clearly with food service staff about allergen protocols and meal accommodations.
 - Confirm all specialty diet items are labeled accurately with allergens and ingredients.
- **Meal Execution**
 - Prepare high-quality, well-balanced meals that meet dietary accommodations and allergy needs.
 - Ensure all allergen-sensitive and specialty diet meals are clearly labeled and safely separated.
 - Coordinate with the kitchen team to minimize cross-contact and follow safe food handling practices.
 - Maintain visual consistency, quality, and labeling standards for all food served to campers and staff.
 - Review upcoming menus daily to plan specialty options in advance and adjust as needed.
- **Food Safety & Cleanliness**
 - Follow all food safety and sanitation guidelines.
 - Maintain clean and sanitary workstations, equipment, and storage areas throughout each shift.
 - Ensure proper food handling and storage practices for allergy-sensitive and specialty diet items.
 - Support dishwashing and general kitchen cleanup when needed.
 - Monitor temperature logs and alert supervisors to any food safety risks or equipment issues.
- **Team Support & Communication**
 - Collaborate closely with AFSMS and other Lead Cooks to ensure seamless kitchen operations and meal prep flow.
 - Support other kitchen staff with clear labeling practices and specialty diet accommodations.
 - Communicate clearly with cooks, helpers, and supervisors about prep needs, changes, and potential issues.
 - Provide feedback or flag problems to the AFSM.

Other Job Duties:

- Rotate between stations as needed (grill, bakery, entrée, veg, salad).
- Store leftovers properly and prep ingredients for future meals.
- Assist with inventory rotation, deep cleaning, and sanitation tasks.
- Step into general kitchen support roles during non-peak hours.
- Assist with housekeeping duties on camper transition days.

Relationships:

Reports to the Assistant Food Service Managers; Collaborates closely with Camp Cooks and Kitchen Helpers; Supports AFSMs in shift management and acts as liaison between cooks and supervisors when needed.

Equipment Used:

Including, but not limited to, the use and care of: Standard commercial kitchen equipment including ovens, stoves, griddles, fryers, mixers, slicers, food processors, walk-in refrigerators/freezers, serving lines, and sanitation systems.

Qualifications (Minimum Qualifications and Past Experience)

- Required
 - Must be 18+
 - 1+ year experience in a high-volume or institutional kitchen.
 - 1+ year experience creating menus for various specialty diets.
 - Able to read and follow recipes.
 - Confident operating commercial equipment.
 - Strong understanding of safe food handling.
 - Strong knowledge of allergen cross-contact risks and best practices for preventing contamination.
 - Positive, team-focused attitude and calm under pressure.
 - Ability to work a flexible schedule including weekends.
- Desired
 - Current CA Food Handler Certificate
 - Prior experience in a leadership or training role in a kitchen.
 - Strong multitasking, communication, and timing skills.
 - Experience in camps, schools, or foodservice for large groups.
 - Bilingual - Spanish (additional compensation).

Work Environment & Physical Aspects of the Position:

- Fast-paced, physically demanding kitchen and dining setting.
- Requires multitasking and time management under meal service pressure.
- Standing, bending, lifting, and moving for extended periods.
- Exposure to heat, cleaning chemicals, and food waste.
- Must be comfortable giving direction and stepping into any kitchen task.
- Must be able to lift up to 50 lbs, work under pressure, and maintain a clean, safe workstation.

Typical Day of this Position:

- Start shift by reviewing prep lists and coordinating cook assignments.
- Prep and cook major meal components.
- Oversee timeline for cooking and serving.
- Support restocking and cleanup.
- Communicate with AFSM about shift progress and next meal prep needs.

Typical Week of this Position:

Oakland Feather River Camp operates on a 7-day camp schedule with rotating staff days off. Most positions follow a five-day work week, but actual shift patterns, break timing, and days off vary based on role and department. Staff are expected to work all assigned shifts as scheduled to maintain smooth daily operations. All staff receive breaks and meal periods in accordance with California labor law.

This non-exempt hourly position typically follows a consistent schedule structured around meal service. Shifts start as early as 6:00 AM and can end as late as 9:00 PM, depending on the role. Staff work five days per week and are scheduled based on kitchen needs across breakfast, lunch, and dinner service.

Working at Oakland Feather River Camp

Our Organization Culture

At OFRC, we work hard and we play hard. We are committed to creating the best possible experience not only for our campers but also for our staff. Our community is open and welcoming to everyone—if you want to be here, we want you here!

Oakland is one of the most diverse cities in the country, and we strive to reflect that diversity in our camp community. We value feedback and growth, and we believe everyone—no matter their role or experience—has something to learn and contribute. Our team spans generations, from Gen Z to Baby Boomers, and we celebrate the unique perspectives each person brings to camp life.

Camp is an all-in environment. We pitch in for each other, adapt quickly, and find creative solutions together. You'll be challenged, supported, and encouraged to grow while surrounded by a team that truly has your back. If you thrive in a collaborative, hands-on workplace where community comes first, you'll feel right at home here.

Our Hiring Philosophy & Non-Discrimination Policy

Oakland Feather River Camp is an equal opportunity employer. We believe an inclusive and diverse workforce is invaluable. OFRC does not discriminate internally (in its administrative and program operations) or externally (in its recipients of services) on the basis of race, color, religion, gender, gender identity or expression, age, national origin, marital status, citizenship, disability, veteran status, record of arrest or conviction, or any other characteristic protected by applicable law. Black people, Indigenous people, People of Color; Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex people; Women; people with disabilities, protected Veterans, and formerly incarcerated individuals are all strongly encouraged to apply for our open positions.

We also recognize that the outdoor and recreation industry has historically lacked representation from People of Color and other marginalized groups. At OFRC, we are committed to breaking that trend by creating a welcoming, supportive environment where diverse voices and lived experiences are valued and celebrated. Studies show that Women and People of Color are less likely to apply for a position unless they match every qualification listed. We know that the best candidate for a role may not meet every requirement, and we encourage you to apply and tell us more about your unique skills and experience.