

ProStart

National Restaurant Association
Educational Foundation

RESTAURANT / FOODSERVICE CAREER LADDER & COMPENSATION



President/CEO

\$50,000-\$350,000+

Owner

\$35,000-\$200,000+

Chief Financial Officer

\$45,000-\$200,000+

General Manager/COO

\$42,000-\$200,000+

Director of Operations

\$40,000-\$150,000+

Treasurer

\$25,000-\$120,000+

Regional Manager

\$40,000-\$100,000+

Food and Beverage Director

\$35,000-\$85,000+

Director of Purchasing

\$35,000-\$100,000+

Executive Chef

\$35,000-\$90,000+

Controller

\$35,000-\$100,000+

District Manager

\$45,000-\$80,000+

Director of Training

\$35,000-\$100,000+

Unit Manager

\$30,000-\$70,000+

Chef

\$27,000-\$60,000+

Catering Manager

\$30,000-\$50,000+

Sous Chef

\$26,000-\$45,000+

Kitchen Manager

\$25,000-\$45,000+

Banquet Manager

\$26,000-\$45,000+

Pastry Chef

\$25,000-\$40,000+

Assistant Unit Manager

\$24,000-\$45,000+

Management Trainee

\$19,000-\$33,000+

Waiters & Waitresses

\$5.63-\$20.00+ per hour including tips

Cook

\$6.71-\$13.32+ per hour

UPPER MANAGEMENT

MIDDLE MANAGEMENT

ENTRY LEVEL

Please note that the salaries reflected for the foodservice industry are the median and each position has the potential to earn a higher salary.

Source: Compensation for Salaried Personnel in Restaurants, 2002; National Restaurant Association prepared in cooperation with the Hay Group.

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NATIONAL
RESTAURANT
ASSOCIATION
EDUCATIONAL FOUNDATION

RESTAURANT / FOODSERVICE COMPANY POSITIONS

UPPER MANAGEMENT

MIDDLE MANAGEMENT

ENTRY LEVEL

President/CEO \$50,000-\$350,000+
Owner \$35,000-\$200,000+
Chief Financial Officer \$45,000-\$200,000+
General Manager/COO \$42,000-\$200,000+
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Pastry Chef \$25,000-\$40,000+
Assistant Unit Manager \$24,000-\$45,000+
Management Trainee \$19,000-\$33,000+
Waiters & Waitresses \$5.63-\$20.00+ per hour including tips
Cook \$6.71-\$13.32+ per hour

- **PRESIDENT/CHIEF EXECUTIVE OFFICER** is accountable for the current and long-range profitable operation and growth of the organization and the general direction of all other affairs of the corporation.
- **DIRECTOR OF OPERATIONS** is the top executive of the company, division or business unit accountable for the processing and output of restaurant goods and services, and the required support functions.
- **DIRECTOR OF MARKETING** is accountable for the measurement, promotion, advertising and control of demand for the restaurant organization's services and products.
- **REGIONAL MANAGER** is accountable for the effective management and profitability of assigned restaurant establishments and supports company objectives by coordinating and monitoring such programs as marketing, sales and distribution.
- **DIRECTOR OF PURCHASING** is accountable for the establishment and implementation of programs and policies for the purchase and distribution of food and beverages, equipment and other supplies.
- **EXECUTIVE CHEF** is responsible for all kitchens in a restaurant establishment or chain operation. Duties include menu planning, portion control, quality standards and training of employees.
- **CONTROLLER** is accountable for the implementation and adherence to company financial guidelines and controls as well as being involved in the day-to-day financial operations of the organization.
- **DIRECTOR OF TRAINING** is accountable for the development, implementation and administration of the company's training programs. This can include both management and line employee training.
- **UNIT MANAGER** is responsible for the overall operation of a single restaurant establishment. This includes accounting for daily receipts, ordering food items, hiring and training personnel and customer service.
- **CATERING MANAGER** is responsible for all catered functions from origination to execution, including delegation and arranging for all special items. Works closely with sales personnel to generate new business.
- **SOUS CHEF** is responsible for assisting the Chef in the kitchen operation in a restaurant establishment or chain operation. Duties include menu planning, portion control, quality standards and training of employees.
- **KITCHEN MANAGER** is responsible for the operation of a kitchen. Responsibilities may include hiring, training and scheduling personnel, maintaining and complying with government safety standards and ensuring that quality and performance standards are met.
- **PASTRY CHEF** is responsible for pastry production in a restaurant organization. Ensures quality standards in conjunction with the Executive Chef. May be responsible for bakery goods, centerpieces and other decorative items.
- **MANAGEMENT TRAINEE** is an employee in a formal management training program designed to qualify the employee to operate a restaurant establishment.