### RESTAURANT / FOODSERVICE

#### CAREER LADDER & COMPENSATION

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary Range</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>President/CEO</strong></td>
<td>$50,000–$350,000+</td>
</tr>
<tr>
<td><strong>Owner</strong></td>
<td>$35,000–$200,000+</td>
</tr>
<tr>
<td><strong>Chief Financial Officer</strong></td>
<td>$45,000–$200,000+</td>
</tr>
<tr>
<td><strong>General Manager/COO</strong></td>
<td>$42,000–$200,000+</td>
</tr>
<tr>
<td><strong>Director of Operations</strong></td>
<td>$40,000–$150,000+</td>
</tr>
<tr>
<td><strong>Treasurer</strong></td>
<td>$25,000–$120,000+</td>
</tr>
<tr>
<td><strong>Regional Manager</strong></td>
<td>$40,000–$100,000+</td>
</tr>
<tr>
<td><strong>Food and Beverage Director</strong></td>
<td>$35,000–$85,000+</td>
</tr>
<tr>
<td><strong>Director of Purchasing</strong></td>
<td>$35,000–$100,000+</td>
</tr>
<tr>
<td><strong>Executive Chef</strong></td>
<td>$35,000–$90,000+</td>
</tr>
<tr>
<td><strong>Controller</strong></td>
<td>$35,000–$100,000+</td>
</tr>
<tr>
<td><strong>District Manager</strong></td>
<td>$45,000–$80,000+</td>
</tr>
<tr>
<td><strong>Director of Training</strong></td>
<td>$35,000–$100,000+</td>
</tr>
<tr>
<td><strong>Unit Manager</strong></td>
<td>$30,000–$70,000+</td>
</tr>
<tr>
<td><strong>Chef</strong></td>
<td>$27,000–$60,000+</td>
</tr>
<tr>
<td><strong>Catering Manager</strong></td>
<td>$30,000–$50,000+</td>
</tr>
<tr>
<td><strong>Sous Chef</strong></td>
<td>$26,000–$45,000+</td>
</tr>
<tr>
<td><strong>Kitchen Manager</strong></td>
<td>$25,000–$45,000+</td>
</tr>
<tr>
<td><strong>Banquet Manager</strong></td>
<td>$26,000–$45,000+</td>
</tr>
<tr>
<td><strong>Pastry Chef</strong></td>
<td>$25,000–$40,000+</td>
</tr>
<tr>
<td><strong>Assistant Unit Manager</strong></td>
<td>$24,000–$45,000+</td>
</tr>
<tr>
<td><strong>Management Trainee</strong></td>
<td>$19,000–$33,000+</td>
</tr>
<tr>
<td><strong>Waiters &amp; Waitresses</strong></td>
<td>$5.63–$20.00+ per hour including tips</td>
</tr>
<tr>
<td><strong>Cook</strong></td>
<td>$6.71–$13.32+ per hour</td>
</tr>
</tbody>
</table>

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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**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

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**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.