RESTAURANT / FOODSERVICE
CAREER LADDER & COMPENSATION

UPPER MANAGEMENT
- 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

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.
### RESTAURANT / FOODSERVICE COMPANY POSITIONS

- **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+
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- **Pastry Chef**: $25,000–$40,000+
- **Assistant Unit Manager**: $20,000–$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, centerpiece 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.

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