

# Job Description

## Executive Chef & Operational Lead

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We are hiring: Executive Chef & Operational Lead – the cornerstone of an exceptional fine-dining experience at the heart of Pictet Client Hospitality Zurich.

### What We Offer

Join the VAIS GROUP, a Swiss hospitality collective combining Michelin-starred craftsmanship, sustainability, and contemporary elegance.

This role sits at the very heart of an exclusive private hospitality concept – a culinary destination reserved for an international circle of distinguished guests and decision-makers.

It's more than a restaurant; it's a stage for refinement, creativity, and excellence — where every plate tells a story of precision, provenance, and purpose.

Highlights of what you can expect:

- Lead a boutique kitchen that delivers fine-dining experiences for an elite, invitation-only clientele.
- Shape daily menus inspired by the rhythm of the seasons and the best regional producers.
- Enjoy exceptionally balanced working hours, structured around daytime service with select curated events — offering stability rarely found at this culinary level.
- Experience creative freedom within clear operational frameworks: your ideas, your craftsmanship, your signature touch will define the guest experience.
- Work within a culture of integrity, innovation, and mutual respect – no mass service, only precision and passion.
- Collaborate with a small, highly skilled team and the wider VAIS ecosystem of culinary experts.
- Create dishes that reflect modern Swiss gastronomy while embodying understated luxury.
- Be part of something rare — a project that redefines modern corporate gastronomy through soul, detail, and discretion.

### Job Summary

As Executive Chef & Operational Lead, you are the creative and operational driving force behind our private hospitality restaurant in Zurich.

You oversee every culinary and organizational aspect — from concept and menu design to production, leadership, and guest presentation.

This role requires a balance of strategic precision and artistic freedom. You lead by example, fostering a culture of respect, excellence, and collaboration within a small, high-performing team.

Your mission: to translate the VAIS philosophy — authenticity, quality, and sustainability — into an everyday dining experience that sets new standards in modern corporate gastronomy.

## **Main Duties & Responsibilities**

- Menu Planning & Development – Design seasonal menus that reflect local produce, creativity, and balanced nutrition.
- Procurement & Supplier Management – Oversee sourcing, purchasing, and collaboration with regional farmers and artisans.
- Operational Leadership – Manage kitchen logistics, workflow, hygiene, and HACCP compliance.
- Team Supervision – Lead, train, and motivate the culinary team (Sous Chef, Kitchen Assistant, Dishwasher).
- Food Production & Quality – Ensure consistency, precision, and aesthetic presentation of every dish.
- Budget & Cost Control – Monitor OPEX, food cost, and inventory with accuracy and efficiency.
- Event Support – Curate menus and oversee execution for exclusive lunches, receptions, and high-level meetings.
- Innovation & Sustainability – Implement modern techniques, reduce waste, and promote responsible gastronomy.
- Guest Experience – Maintain discretion, professionalism, and proactive collaboration with the service team to deliver seamless experiences.
- Guest & Partner Collaboration – Maintain close communication and seamless coordination with the service team, guest experience division, and the client’s responsible representatives to ensure perfect alignment and hospitality excellence.

## **Qualifications & Skills**

### **Education**

- Certified professional chef (EFZ or equivalent).
- Further education in leadership, culinary innovation, or business operations is an advantage.
- Background in 5\* luxury hospitality or Michelin-level gastronomy is required.
- Proven ability to lead and develop teams within fine-dining or high-end hotel environments.

### **Work Experience**

- Minimum 8 years in Michelin-starred restaurants and/or 5\* hotels.
- Experience in international fine dining; aviation, yachting, or luxury hospitality a plus.
- Proven leadership in managing small culinary teams and high-end operations.
- Experience in menu design, supplier collaboration, and sustainable gastronomy.

### **Technical Skills**

- Expert understanding of modern European and Swiss cuisine.
- Advanced knowledge of HACCP, allergen labelling, and kitchen hygiene.
- Strong skills in cost management, menu engineering, and digital tools (Excel, SharePoint, etc.).

- Driving license (Class B) required.

#### Soft Skills

- Natural leadership with empathy and a hands-on mentality.
- Exceptional sense of organization, precision, and creativity.
- Ability to perform under pressure with calm professionalism.
- Excellent communication and intercultural awareness.
- Discreet, respectful, and emotionally intelligent.

#### Language Skills

- German: required (native or fluent)
- English: an advantage
- French: an advantage

### Employment Details

- **Title:** Executive Chef & Operational Lead
- **Department:** Client Hospitality Switzerland
- **Employer:** VAIS GROUP GmbH
- **Type of Employment:** Full-time, permanent (Swiss law)
- **Reporting Line:** Client Hospitality Partner, VAIS GROUP
- **Team Structure:** 1 Sous Chef, 1 Kitchen Assistant & Dishwasher
- **Schedule:** Monday–Friday (daytime service), with selected events
- **Compensation:** Competitive salary, OPEX cost-cover structure, performance-based bonus
- **Career Development:** Growth opportunities within TCA-GROUP ecosystem (VAIS GROUP, gala d’or, CLOUD50, Zurich Hospitality Group, SORA Academy).

### Performance Indicators

- Culinary quality and guest satisfaction
- Operational efficiency and food cost control
- Compliance with hygiene and sustainability standards
- Team collaboration and retention
- Feedback from clients and VAIS management

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***Ready to join our journey?***

Send us your CV and portfolio to **work@vaisgroup.ch** and become part of the VAIS GROUP Family – creating moments that matter.

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**TCA-GROUP Values**

**Excellence**

We raise the bar every day, delivering Michelin-level results under pressure and at altitude.

**Authenticity & Integrity**

We remain real, respectful, and trustworthy, honoring our word and our discretion.

**Innovation & Creativity**

We dare to rethink inflight gastronomy, combining bold ideas with practical solutions that work in the air.

**Responsibility**

We take ownership for people, planet, and products: from ethical sourcing to safety and sustainability.