

BRIGADE DE CUISINE

DEVELOPING ELITE CHEFS

EST. 0111.07

**ROCKET FARM
RESTAURANTS**

ROCKET FARM RESTAURANTS

1737 ELLSWORTH INDUSTRIAL BLVD. N.W., STE. E5

ATLANTA, GA 30318

OFFICIAL DOCUMENT

REV. 2021-09

We create restaurants that strike
a timeless emotional chord.
Restaurants that don't pander to
trend, but draw generations of
families together.

EST. 0111.07

**ROCKET FARM
RESTAURANTS**



















OUR CULINARY VISION

01

START IN OUR OWN BACKYARD

We begin with dishes and ingredients that are central to our community and region, and prepare the food using classical European techniques. The result is a dish that's approachable, but entirely new to our guests.

02

SOURCE LOCALLY FOR BETTER TASTING FOOD

Using local ingredients is great for the communities where we operate, but that's not why we do it. We source locally because it tastes better, and it allows us to partner closely with suppliers. Our menus are designed to change with the seasons and honor the local harvests.

03

LET THE FOOD SPEAK FOR ITSELF

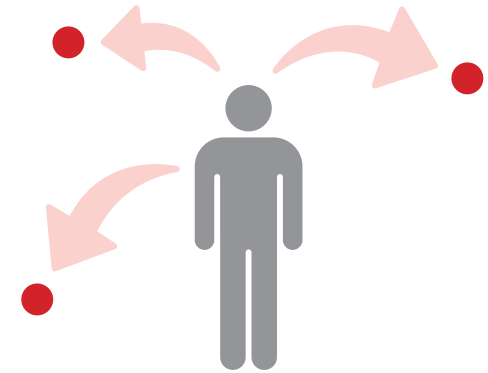
Technique is central to our kitchen, but we make it invisible to our guests. The food is uncomplicated, and it shouldn't be advertised on our menus with pretentious culinary language. We want to serve the best tasting dishes possible, regardless of the techniques we use in the kitchen.



"I LOVE FINDING TALENT IN A REGION, AND PUT THESE PEOPLE IN AN ENVIRONMENT WHERE THEY CAN LEARN AND GROW." — FORD FRY

Traditional Brigade de Cuisine

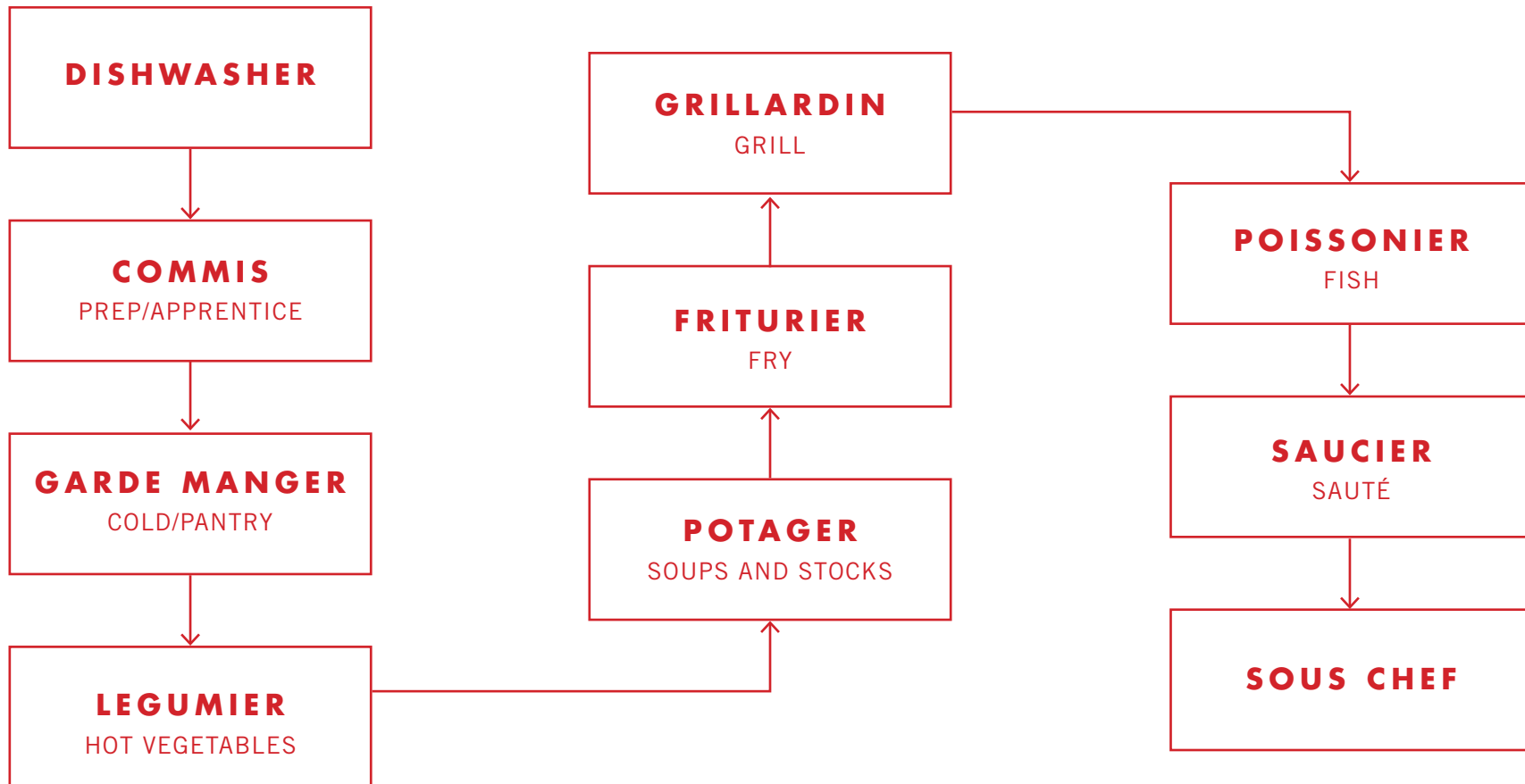
A classic French hierarchical system that delegates responsibilities to different levels and positions that specialize in increasingly complex tasks – each position has a station with defined responsibilities.



NOTES

A Brigade de Cuisine is a hierarchical system found in restaurants and hotels employing extensive kitchen staff. The concept was developed by Georges Auguste Escoffier. It served to eliminate the chaos and duplication of effort that could result when workers did not have clear-cut responsibilities.

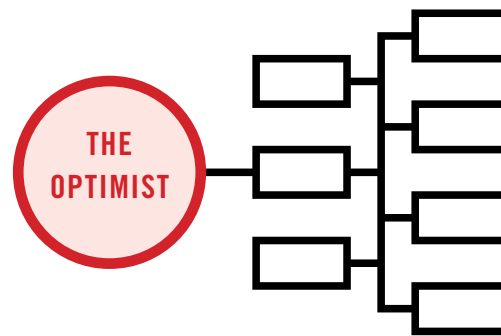
CLASSIC FRENCH BRIGADE EXAMPLE



NOTES

Here is an example of a classic French Brigade de Cuisine. As you can see, each hierarchical position has an assigned station and defined responsibilities. As you progress through the brigade you are assigned an increasingly demanding station with more complex preparation methods and more sensitive ingredients. One thing to note is that this classic hierarchy has been crafted based on traditional French cuisine. In classic French cuisine, the sauté station is always the most complex and therefore always the most senior position and station in the brigade.

BREAK WITH TRADITION



At Rocket Farm Restaurants, concept drives cuisine.

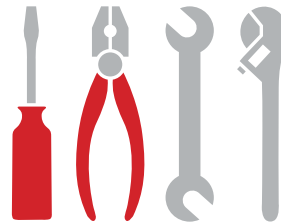
We allow the concept at each restaurant to define the station hierarchy.

NOTES

For example, The Optimist is our sustainable seafood concept in which we seek out the freshest seasonal seafood from our Eastern and Southern coasts and are careful to support responsible and sustainable fisheries. We take an uncomplicated approach to preparing each item using classic technique, with a strong focus on wood-fired cooking. At The Optimist, therefore, the classic French Grillardin (grill) and the Poissonier (fish) stations are combined and replace the Sauté station as the most senior in The Optimist brigade hierarchy.

FLEXIBLE BRIGADE

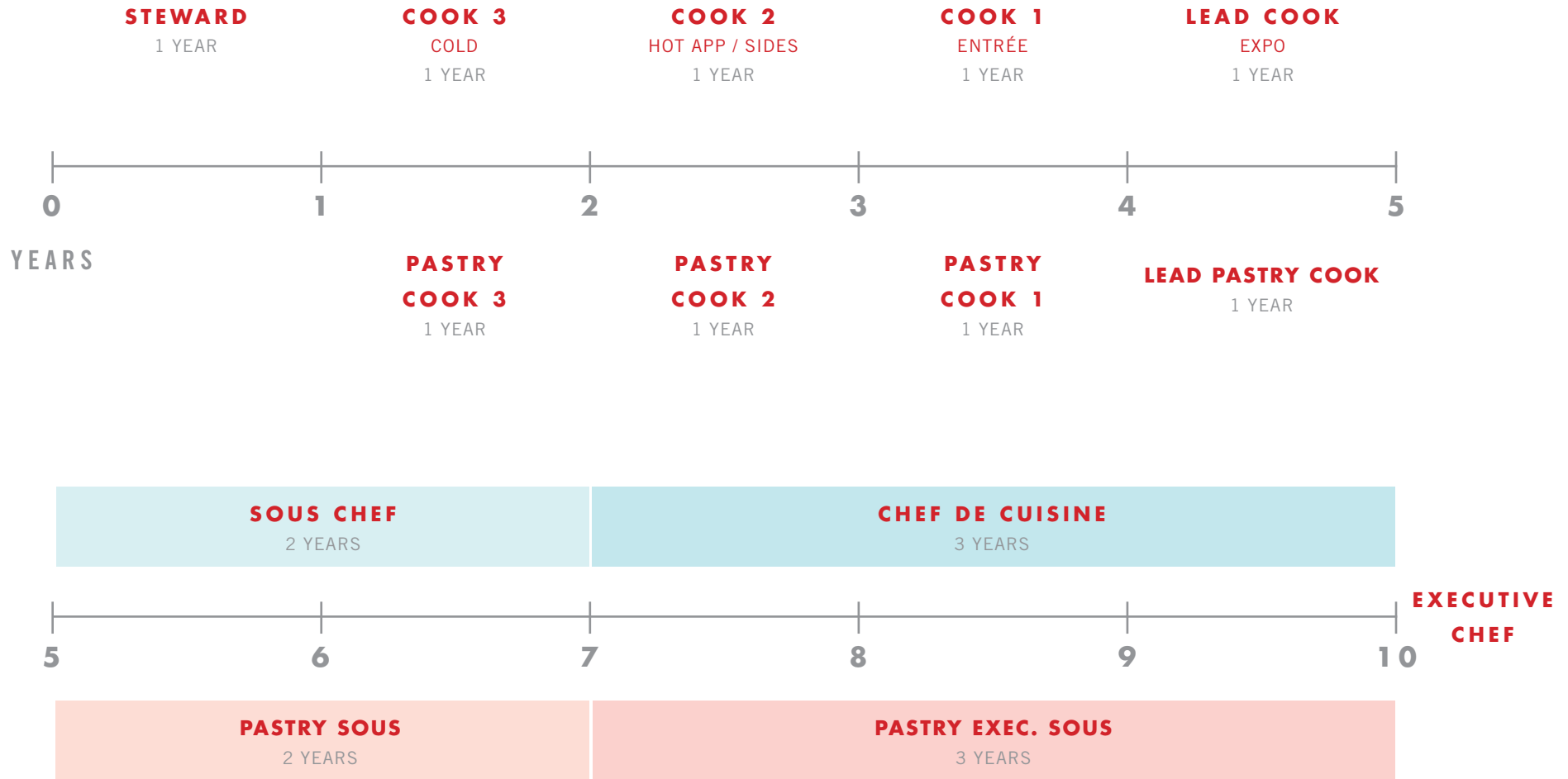
We have created a flexible brigade system that is based on a progression of cumulative skill sets rather than station assignments.



NOTES

This system allows us to develop our culinary staff through a structured brigade independent of a station hierarchy that might change from concept to concept.

ROCKET FARM RESTAURANTS CULINARY BRIGADE



*TIMELINE INTERVALS ARE APPROXIMATES

ROCKET FARM RESTAURANTS CULINARY BRIGADE

NOTES

Our brigade hierarchy focuses on a progression of skill sets required to prepare increasingly complex dishes and sensitive ingredients rather than specific stations. This way our brigade is modular and applies regardless of the restaurant concept.

If you follow the path from Dishwasher to Executive Chef, you progress from Dishwasher to Cook 3. Cook 3 is the equivalent to the classic Garde Manger station and is responsible for all cold food production. From Cook 3 you progress to Cook 2. Cook 2 is responsible for all hot first course and side item production, regardless of the preparation method. From Cook 2 you progress to Cook 1. Cook 1 is responsible for all main course production, regardless of the preparation method (grill, sauté or fry). From Cook 1 you progress to Lead Cook. A Lead Cook is someone who can prepare any menu item and supervises all production. The Lead Cook is also expected to be able to open and close the kitchen and expedite production from the back or front of the line.

Each hierarchical level commands a significantly higher rate of pay. So as you master more skills, you make more money! When you transition from Cook to Chef you also transition from an hourly wage to salary.

The speed that you progress through our system largely depends on how fast you master the required skill sets and demonstrate extraordinary behavior. So it is really up to you how long your journey takes. However, Rocket Farm Restaurants has established an approximate length of time between each hierarchical level. This represents the amount of time in which we expect an employee to learn the necessary skills in order to reach the next level of the brigade.

If you follow the path from Dishwasher to Pastry Chef, you will notice that the journey is much shorter. It will take you approximately 5 years to progress from Dishwasher to Pastry Chef. However, it is important to understand that a Pastry Chef reports to the Chef de Cuisine and Executive Chef and therefore commands a lower salary.

THRESHOLDS AND TRIGGERS

To progress to the next level of the brigade, you are expected to achieve three thresholds:

1

Considered a top performer in our Performance Chronicling System

2

Master the job functions and skills required to perform at the next level of the brigade

3

Complete the classes required to perform at the next level of the brigade

Performance Chronicling

Rocket Farm Restaurants has developed a perpetual performance-based counseling and review system that uses the same medium to celebrate and document above standard performance as it does to discipline and document sub-standard performance in a cumulative, real-time manner. This system gives all employees the opportunity to correct negative status/perception via exemplary performance.

JOB DESCRIPTIONS



Rocket Farm Restaurants has developed comprehensive job descriptions that detail the functions and skills necessary to successful performance of each position in the brigade. These job descriptions are constantly being updated as our company evolves. Please refer to the most current job description for a detailed list of functions and skills required to perform at the next level of the brigade.

NOTES

The above-mentioned job descriptions also detail the necessary class requirements of each position under “probationary qualifications.”



We look forward to
hearing from you.

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