Sean J Lyons
CULINARY RECRUITING

Executive Chef Interview Scorecard

Ask each finalist the same six questions and record the examples that support your ratings.

Candidate	Property	Interviewer(s)	Interview date

Rating scale

1 Minimal evidence, 2 Limited evidence, 3 Meets expectations, 4 Strong evidence, 5 Exceptional evidence. Use N/E if a competency was not evaluated.

Competency and interview question	Rating	Evidence from the interview
Culinary direction and standards Tell us about a menu change you led. How did you measure its effect on the guest experience?		
Team leadership and development How have you developed sous chefs, improved retention, or addressed performance on a brigade?		
Food and labor cost control Describe a food or labor cost problem. What did you change, and what results did you see?		
Service execution and operations How would you run a full dining room and a major banquet on the same day?		
Food safety and quality How do you verify sanitation, allergen controls, and consistent execution across shifts?		
Working with stakeholders Describe how you handled competing expectations from ownership, food and beverage leaders, or club members.		

Decision (advance, hold, or decline)	Reason for your decision

Follow-up questions or reference checks