

GENERAL MANAGER

Oakmont Kitchen & Bar + Olive & Oak Deli

Downtown Visalia, California

Full-Time | Salaried Leadership Position

Position Overview

We are looking for an experienced, hands-on General Manager to lead the opening and ongoing operations of Oakmont Kitchen & Bar and Olive & Oak Deli, two new restaurant concepts located together in Downtown Visalia.

This is more than a position managing an existing restaurant. The General Manager will join the project before opening and have the opportunity to help build the operation from the ground up — developing the team, establishing systems, creating standards and helping shape the culture of both concepts.

Oakmont Kitchen & Bar will be an elevated, dinner-focused restaurant built around thoughtful hospitality, quality food and beverage, and a polished but approachable guest experience. Olive & Oak Deli will be a fast-casual Italian-inspired deli focused on quality ingredients, consistency and efficient service.

The General Manager will be responsible for the overall operational and financial performance of both concepts and will work closely with ownership and the Executive Chef.

Key Responsibilities

Leadership & Culture

- Recruit, hire, train and develop the opening restaurant team.
- Build a culture centered around hospitality, accountability, urgency, teamwork and attention to detail.
- Lead and develop the Assistant General Manager, Deli Lead and front-of-house team.
- Establish clear expectations and hold managers and team members accountable to them.
- Maintain a visible, hands-on leadership presence during service.
- Identify and develop future leaders within the organization.
- Create an environment where employees receive consistent communication, coaching and feedback.

Opening & Operational Development

- Work directly with ownership during the pre-opening process.
- Help develop operating procedures, service standards, training materials and opening/closing systems.
- Assist with POS implementation, scheduling systems, vendor setup and other operational infrastructure.

- Participate in equipment, smallware's, china, glassware, uniforms and operational purchasing decisions.
- Coordinate hiring, orientation, training, mock services and soft-opening activities.
- Ensure both concepts are operationally prepared before opening.

Guest Experience

- Establish and maintain service standards appropriate to each concept.
- Ensure guests receive warm, genuine and consistent hospitality.
- Maintain strong floor presence and actively engage with guests.
- Resolve guest concerns quickly and professionally.
- Monitor guest feedback and online reviews and translate feedback into coaching and operational improvements.
- Create systems that encourage guest loyalty and repeat business.

Financial & Business Performance

- Take ownership of restaurant-level financial performance.
- Understand and actively manage the P&L.
- Develop and manage labor budgets and scheduling expectations.
- Monitor sales, labor, operating expenses and controllable costs.
- Review operating results and identify opportunities to improve profitability.
- Maintain appropriate staffing levels based on business volume.
- Work with ownership to establish budgets, forecasts and performance goals.
- Protect company assets and maintain strong cash-handling and financial controls.

Food & Beverage Operations

- Partner closely with the Executive Chef to ensure strong communication between front and back of house.
- Support successful execution of menus, specials and seasonal changes.
- Oversee the beverage and bar program from an operational perspective.
- Maintain appropriate beverage inventory and cost controls.
- Ensure service teams have strong menu, wine, cocktail and product knowledge.
- Support an environment where culinary and service teams operate as one team.

Standards & Compliance

- Maintain a clean, organized and professional restaurant environment.
- Ensure compliance with applicable health, safety, labor and alcohol-service requirements.
- Maintain appropriate employee documentation and operational records.
- Ensure company policies and procedures are consistently followed.

What We're Looking For

- 5+ years of restaurant or hospitality management experience preferred.

- Previous General Manager, Assistant General Manager, Director of Operations or comparable leadership experience strongly preferred.
- Experience in full-service restaurants required; upscale or elevated dining experience is a plus.
- Multi-concept or multi-unit experience is a plus.
- Strong understanding of restaurant financials, labor management and cost controls.
- Experience recruiting, training and developing restaurant teams.
- Strong communication and leadership skills.
- Comfortable making decisions and holding people accountable.
- Organized and capable of managing multiple priorities in a fast-paced environment.
- Working knowledge of restaurant POS, scheduling and operational technology.
- California food safety and responsible beverage-service certifications as required.

The Right Person

We are looking for someone who wants ownership of the operation, not someone waiting to be told what to do.

The right GM understands that hospitality is built through thousands of small decisions made intentionally every day. They notice details, develop people, solve problems and understand that great restaurants require both strong culture and strong business discipline.

They should be equally comfortable coaching a server, reviewing labor numbers, solving a guest issue, working alongside the kitchen and discussing strategy with ownership.

Schedule

This is a full-time salaried leadership position. The schedule will vary based on business needs and will include evenings, weekends and holidays. A significant leadership presence will be expected during peak operating periods, particularly during opening and the first several months of operation.

Compensation

Competitive salary commensurate with experience, with benefits and additional compensation opportunities to be discussed during the hiring process.

About the Project

Oakmont Kitchen & Bar and Olive & Oak Deli are part of a new hospitality project in Downtown Visalia being developed by an experienced local ownership and operating team.

Our goal is not simply to open restaurants. We want to build concepts with staying power — places our community is proud of, teams want to work for and guests choose to return to.

The General Manager will have the opportunity to be part of building that from the beginning.

Equal Opportunity Employer

We are committed to creating an inclusive workplace and consider qualified applicants without regard to characteristics protected by applicable law.