



RIALTO

SILO

RIALTO SILO - BAR HATTIE
ZEEBURGER ISLAND - AMSTERDAM
JOB PROFILE HEAD OF KITCHEN - MAY 2026



Rialto has been a leading film theater within Amsterdam's cultural landscape for many years. With a strong focus on international cinema, social relevance, and cultural connection, Rialto has developed into a place where film goes beyond mere entertainment. Meeting, depth, and accessibility form an important part of the organization's identity.

With the development of Rialto Silo, Rialto takes the next step in this ambition. With five cinema screens, the new location accommodates a broader form of audience experience, in which film, culture, hospitality, and urban use come together. Within this context, hospitality is no longer viewed as a supporting facility, but as an integral part of the total experience and operation.

Under the name Bar Hattie, an independent hospitality operation is being developed within Rialto Silo that aligns with the identity of the location and its visitors. The name Bar Hattie is a tribute to Hattie McDaniel, the first African-American woman to win an Oscar, and symbolizes cultural representation, connection, and progress within the film world. Bar Hattie is being developed as an accessible meeting place for moviegoers, local residents, business guests, and cultural target groups. The concept explicitly focuses on creating a vibrant neighborhood function: a place where guests can go throughout the day, regardless of whether they are attending a film. The kitchen offers comfort food inspired by Middle Eastern flavors, with a menu that is primarily vegetarian, supplemented with meat and fish options for enthusiasts. In doing so, Bar Hattie aligns with contemporary dining habits, accessibility, and the diverse urban environment in which Rialto Silo is situated.

Rialto Silo and Bar Hattie are managed by a local management team that reports to the Head of Operations within Rialto's central management. The management team consists of a Business Manager, Head of Service, and Head of Kitchen, and is supported by shift leaders. The Head of Kitchen reports to the Business Manager.

HEAD OF KITCHEN RIALTO SILO & BAR HATTIE

The Head of Kitchen is responsible for the day-to-day management of kitchen operations within Bar Hattie and Rialto Silo, and plays a central role in maintaining quality, structure, speed, and continuity. The position requires someone who understands how food production functions within an environment with major peak moments, fluctuating customer flows, and a strong focus on manageability. The Head of Kitchen acts as the link between kitchen, service, and operations and actively contributes to consistent, efficient, and guest-oriented hospitality operations within Rialto Silo.

OPERATIONAL

The Head of Kitchen monitors the quality and continuity of the assortment on a daily basis and ensures that the kitchen functions efficiently within the dynamics of Rialto Silo. This involves actively managing a logical and well-organized kitchen structure in which mise-en-place, production, serving, and collaboration with service seamlessly connect.

Bar Hattie's kitchen is deliberately designed with simplicity, manageability, and efficiency in mind. Unlike a traditional restaurant kitchen, the emphasis is not on complexity, but rather on smart production, consistent quality, and maximum support for the entire operation. The menu is structured around various usage moments throughout the day and aligns with the dynamics of a cultural public environment.

The position calls for someone who understands how a kitchen must function within a cultural hospitality environment where speed and audience experience come together directly. During peak moments around



film starts and intermissions, the Head of Kitchen maintains calm and order within the kitchen and ensures that quality is preserved, even under high pressure.

In addition, the Head of Kitchen is responsible for:

- Monitoring food safety and hygiene;
- Inventory management and daily orders;
- The quality and presentation of dishes;
- Efficient collaboration between kitchen, bar, and service;
- Optimizing work processes and production flow.

The Head of Kitchen thereby makes a direct contribution to the quality, speed, and reliability of the overall hospitality operation of Bar Hattie and Rialto Silo.

Within Bar Hattie, food plays a key role in the overall guest experience and the positioning of the location. The Head of Kitchen therefore actively contributes to the look and quality of the hospitality concept and understands how the assortment, presentation, and atmosphere form part of the identity of Bar Hattie and Rialto Silo as a whole.

The position requires a sense of audience experience and the role that food plays within a cultural hospitality environment. Bar Hattie's offerings must feel accessible, recognizable, and high-quality, suitable for moviegoers, local guests, and business target groups alike.

In this regard, the Head of Kitchen monitors the balance between quality and manageability. Dishes and products must be appealing to the guest, but at the same time remain efficiently executable within the operational structure of Bar Hattie.

In addition, the Head of Kitchen actively contributes ideas regarding:

- Further development of the product range;
- Seasonal influences and audience preferences;
- Presentation and appearance of food;
- Alignment between kitchen concept and brand identity.

The Head of Kitchen thereby not only makes an operational contribution but also plays a role in the further development of Bar Hattie as a cultural meeting place within Rialto Silo.

PEOPLE

The Head of Kitchen plays a key role in the daily guidance and management of the kitchen team at Bar Hattie. The position requires a practical and coaching leadership style in which clarity, collaboration, and calm are central.

The kitchen operates with a compact team structure in which professionals and support staff work closely together. The Head of Kitchen ensures clear working agreements and creates an environment where teams can function efficiently and independently, even during busy times for the public.

The role calls for someone who can maintain an overview while remaining approachable to the team. At Bar Hattie, the emphasis is not on classic hierarchy or complex kitchen structures, but rather on simplicity, collaboration, and shared responsibility for quality and speed.



The Head of Kitchen actively guides employees in their daily work and maintains energy, structure, and discipline within the kitchen. Additionally, the position plays an important role in onboarding and training new employees and further developing working methods and routines.

The Head of Kitchen is expected to be visibly present within the daily operation and to demonstrate exemplary behavior regarding collaboration, work attitude, and quality.

FINANCIAL

The Head of Kitchen is jointly responsible for the financial manageability of the kitchen operations within Bar Hattie and Rialto Silo. The role emphasizes efficiency, waste control, and maintaining a healthy balance between quality and profitability.

Bar Hattie's kitchen operation is deliberately designed for simplicity and high turnover. This requires continuous attention to inventory management, purchasing, product usage, and production processes. The Head of Kitchen understands how operational choices directly impact food costs, staffing, and overall operations.

Within the daily operation, the Head of Kitchen monitors:

- Efficient production processes;
- Control of waste and inventory loss;
- Consistent portioning and quality;
- Smart use of ingredients over multiple parts of the day;
- Collaboration between purchasing, production, and distribution.

In addition, the Head of Kitchen plays a key role in further optimizing menu engineering, kitchen structure, and the relationship with suppliers. By actively managing simplicity, overlap, and rotation, a kitchen model is realized that remains scalable, manageable, and commercially sound. In doing so, the Head of Kitchen contributes directly to sustainable and stable hospitality operations within Bar Hattie and Rialto Silo.

KNOWLEDGE, SKILLS & EXPERIENCE

The role of Head of Kitchen at Bar Hattie calls for a practical and structured hospitality professional who knows how to bring together quality, simplicity, and efficiency within a dynamic public environment. At Rialto



Silo, the kitchen functions not as a traditional restaurant kitchen, but as a smart and manageable production environment where speed, continuity, and collaboration are central.

The ideal candidate possesses demonstrable experience within the catering, foodservice, or hospitality sectors and understands how a kitchen functions within an environment with fluctuating customer flows and high peak loads. We are looking for someone who can maintain composure and an overview under pressure while simultaneously being capable of efficiently managing a compact kitchen organization.

The Head of Kitchen understands that Bar Hattie's strength lies not in culinary complexity, but rather in consistent quality, smart production, and a well-organized operation. The position therefore calls for someone who can think in terms of processes and continuously keeps an eye on simplicity, speed, and manageability.

In addition, the ideal candidate possesses highly developed organizational skills and the ability to clearly direct employees within an environment where collaboration between the kitchen, service, and operations is essential. The Head of Kitchen is visibly present within daily operations and provides direction through structure, exemplary behavior, and practical guidance.

The role also requires awareness and responsibility on a financial level. The Head of Kitchen understands how purchasing, inventory management, portioning, and waste directly impact the quality and profitability of operations. Experience with food cost monitoring, efficient production processes, and inventory management is therefore important for this position.

Key competencies for the role include organizational insight, stress resistance, quality control, problem-solving skills, and the ability to maintain an overview within a dynamic work environment. Additionally, the Head of Kitchen is expected to be proactive, reliable, and collaborative, with a sense of humor, hospitality, and guest experience.

Rialto Silo is specifically looking for someone who understands that food forms part of the total visitor experience. The Head of Kitchen plays a key role in this by ensuring a daily kitchen operation that functions efficiently, stably, and to a high standard within the broader hospitality vision of Bar Hattie and Rialto Silo.

JOB EVALUATION & SALARY INDICATION



The position of Head of Kitchen at Bar Hattie is provisionally classified in accordance with the AVR system of Stichting Amsterdams Filmhuis and is expected to fall within an operational coordinating job group appropriate to the nature and responsibility of the role.

The job evaluation is based on the combination of daily responsibility for kitchen operations, managing a compact kitchen team, and monitoring quality, speed, and controllability within a dynamic public environment.

The Head of Kitchen is expected to possess a thinking and working level of at least MBO (intermediate vocational education) level, supplemented by relevant hospitality experience. The position involves working within a structured but intensive operational environment, requiring continuous switching between preparation, production, serving, and collaboration with service staff.

The role requires independence and the ability to maintain operational calm during peak moments around film starts, intermissions, and events. The Head of Kitchen is responsible for the daily functioning of the kitchen and has a direct influence on quality, speed, food safety, and the continuity of the entire hospitality operation.

In addition, the position requires highly developed organizational skills and the ability to clearly manage employees within a compact team structure. Although the kitchen operation is deliberately set up to be simple and manageable, daily practice demands overview, discipline, and a high degree of responsibility.

Complexity, independence, leadership, communication skills, and the irregular nature of the work play an important role in the job evaluation. The work largely takes place during evenings, weekends, and times with high crowd levels.

The position is provisionally valued based on a total score of 38 points, fitting within an operational managerial role with a focus on food production, quality, and daily kitchen organization within a cultural hospitality environment.

The final salary (€ 2,585 – 3,100 gross per month based on 36 hours) depends on knowledge and experience, a background in the catering or hospitality industry, the degree of independence, and experience managing kitchen or production teams. Rialto Silo is looking for a candidate who knows how to combine structure, quality, and collaboration within a kitchen environment that supports the overall guest experience at Bar Hattie.

At Rialto Silo and Bar Hattie, full-time positions are based on a 36-hour workweek, spread over four working days. This approach aligns with the vision of contemporary employership and contributes to a sustainable, energetic, and engaged work environment within a dynamic, cultural, and hospitable organization.