

Restaurant Manager

Mother Tongue Blue - Filipino and Asian

The Blue Mountains, Ontario · Full-time, salaried, year-round · Immediate start

Expected total compensation: \$68,000-\$75,000 per year + performance bonus

About Us

Turner Hospitality Group owns and operates nine distinctive restaurant concepts across the Georgian Bay region and Toronto. Each has its own personality; they share one operating standard.

Mother Tongue Blue is our Filipino and Asian concept in The Blue Mountains - 135 interior seats, a 104-seat patio, and up to 400 guests on our busiest days. It is one of the two largest rooms in our northern group. The room is dining-room-led, with a serious bar programme behind it rather than in front of it.

We are looking for an experienced Restaurant Manager who can lead a high-volume restaurant from the floor, build a team that can operate without you standing beside them, and take real ownership of how the room performs. This is an immediate hire.

This Role Is for an Experienced Restaurant Leader

We are looking for significant management experience in high-volume, full-service restaurants - typically five or more years - including direct responsibility for people leadership, scheduling, labour management and operations.

This is not a first management position. You should already be comfortable leading busy services, coaching and holding a team accountable, making decisions under pressure, and managing both hospitality and financial performance.

You will report to the VP of Operations directly.

What You Will Own

- Leading, coaching and developing the front-of-house team.
- Hiring, onboarding, scheduling and performance management.
- Delivering exceptional guest experiences through visible floor leadership.
- Managing labour, beverage cost, waste, discounts and controllable expenses against budget. • Running our Manager on Duty certification programme: training senior staff to it, signing them off, and maintaining a certified bench deep enough that every shift has qualified leadership in the building.
- Developing our Captain tier - our senior service role - including individual sales expectations on wine, cocktails and menu supplements.
- Setting and auditing opening and closing standards.
- Working closely with the Chef on Duty to ensure seamless front- and back-of-house execution. • Taking first-line ownership of guest, employee and operational incidents, and contributing to prevention rather than only the fix on the night.
- Maintaining health, safety, AGCO and employment standards.
- Building a professional, accountable team that people want to be part of.

How You Will Lead

This is a floor leadership role. You will spend the majority of your shift where your guests and your team need you most, not behind a desk.

On quieter day-parts that may mean leading from the host stand, welcoming guests and managing the pace of seating. As business builds you move through the restaurant — supporting service flow, coordinating with the kitchen, expediting where required and coaching in real time. The best Restaurant Managers anticipate where their leadership will have the greatest impact and go there.

You are also not automatically the person who closes every night. Closing and holding the room are defined responsibilities that trained and certified senior employees carry.

That is deliberate: we want your time concentrated on peak service, on leadership, and on building a bench capable of running a shift without you. Building that bench is part of the job, not an extra.

How We Operate

We believe great restaurants are built through disciplined execution. Our kitchens cook from written

specifications, not memory. Our beverage programmes operate to defined standards, with measured pours, house-made ingredients and carefully curated wine lists. We manage labour and operating costs deliberately, and we write things down.

Standards matter, and so does hospitality. We want leaders who understand how to combine both.

What You Will Bring

- Significant management experience in high-volume, full-service restaurants, typically five or more years.
- A proven history of leading, hiring, developing and retaining strong teams. We will ask you who you have developed and where they are now.
- Experience managing schedules, labour and controllable operating costs.
- Strong floor presence and composure through high-volume service.
- Sound judgement, and the confidence to know what to decide yourself and what to escalate. • Strong wine and beverage knowledge, or a genuine appetite to build it quickly. • Excellent communication and organisational skills.
- Smart Serve certification, or willingness to obtain it before starting. Food Handler certification is considered an asset.
- Availability to work evenings, weekends and holidays, and through a genuinely busy seasonal peak.

This is a full-time, in-person position in The Blue Mountains. Candidates must be able to reliably commute to the restaurant for scheduled shifts.

What We Offer

- Expected total compensation of \$68,000 to \$75,000 per year, depending on experience.
- Performance bonus in addition to the above, tied to results you are accountable for.
- Comprehensive health, dental and vision benefits.
- Paid vacation.
- Staff meal on every shift worked.
- Dining discounts across Turner Hospitality Group restaurants in Georgian Bay and Toronto.
- Leadership development, ongoing professional training, and wine and beverage education.
- Established operating and training systems that actually exist and are actually used.

How to Apply

Send your resume and a brief note describing the best restaurant you have ever led and what made it successful to shelbyj@turnerhg.com. Applications are reviewed as they are received.

Compensation and Vacancy Disclosure

The expected total compensation for this role is stated above. This posting is for an existing vacancy.

Use of Artificial Intelligence in Hiring

Turner Hospitality Group uses artificial intelligence to assist with the screening of applications as part of our recruitment process. Hiring decisions are not made by artificial intelligence alone; applications selected for consideration are reviewed by our hiring team.

Equity, Diversity and Inclusion

Turner Hospitality Group is an equal opportunity employer. We are committed to building diverse, inclusive teams and hiring based on capability, character and potential. All qualified applicants will receive consideration without regard to any ground protected under the Ontario Human Rights Code. We do not require Canadian work experience. We are interested in what you can do, not where you learned to do it.

Accessibility

Turner Hospitality Group is committed to providing an accessible and inclusive recruitment process. Accommodations are available at every stage of recruitment in accordance with the Accessibility for Ontarians with Disabilities Act and the Ontario Human Rights Code. If you require an accommodation,

please let us know and we will work with you confidentially.

Our Commitment to Applicants

If you interview for this position, we will let you know the outcome within 45 days of your final interview. You will hear from a person, either way.