CHÂTEAU ROYAL
Berlin

11.11.2026

Job Posting: Restaurant Manager (m/w/d)

We are looking for a passionate and experienced individual to lead our Restaurant Team. Someone who genuinely enjoys being a host, takes ownership of their responsibilities and has a natural sense of hospitality and leadership. With your attention to detail, strong organizational skills, and commitment to exceptional service, you will ensure that our guests enjoy memorable dining experiences while creating a positive and inspiring environment for your team.

Your Responsibilities

- Take overall responsibility for the daily restaurant operations, ensuring smooth service and an exceptional guest experience.
- Lead, motivate, and develop our Service Team, creating a positive and collaborative working environment.
- Oversee staff scheduling, vacation planning, employee development meetings, and compliance with relevant labor regulations.
- Coordinate the onboarding and training of new colleagues, ensuring consistent service quality and professional standards.
- Ensure compliance with quality, hygiene, and service standards, as well as internal policies and operational guidelines.
- Maintain a strong presence on the restaurant floor, personally engaging with guests and handling feedback and complaints professionally.
- Take ownership of revenue, budget planning, and financial performance, identifying opportunities to improve profitability.
- Monitor and optimize key performance indicators, including cost of goods sold (COGS), labor costs, revenue, and contribution margins.
- Manage purchasing, supplier relationships, inventory control, and the efficient use of resources.
- Collaborate closely with the Kitchen, Bar, and other departments on menu development, pricing, service improvements, and new concepts.
- Prepare regular operational and financial reports for hotel management, contributing ideas to continuously improve restaurant performance and guest satisfaction.

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Your Profile

- Several years of experience in upscale restaurant operations, ideally within luxury hospitality or fine dining, including previous leadership experience.
- A genuine passion for hospitality, food, beverages, and creating exceptional guest experiences.
- Strong leadership skills with the ability to motivate, support, and develop a diverse team.
- An independent, structured, and solution-oriented approach, combined with a strong sense of responsibility.
- Excellent communication and interpersonal skills, along with a professional appearance and a positive attitude.
- Solid knowledge of restaurant operations, budgeting, cost management, and financial performance indicators.
- Experience in staff planning, team development, and compliance with relevant workplace regulations.
- The ability to remain calm, organized, and focused, even during demanding service periods.
- A collaborative mindset and a commitment to open communication, mutual respect, and teamwork.
- Very good German and English language skills to confidently communicate with our international guests and colleagues.

Don't Meet Every Requirement?

No problem! We value not only your previous experience but, above all, your personality, passion for hospitality, and ability to inspire others. If you enjoy taking responsibility, developing a team, and creating exceptional guest experiences, we would love to hear from you.

What We Offer You

- A warm and welcoming international team with a strong sense of community.
- A creative and inspiring workplace in one of Berlin's most unique hotels.
- The opportunity to contribute your own ideas, take ownership, and actively shape the development of our restaurant.
- Fair compensation and a respectful, supportive working environment.
- The choice between a Deutschlandticket and an Urban Sports Club membership.
- Attractive employee benefits and discounts at our restaurant, bar, and hotel.
- Special rates at selected partner hotels.
- A central location in Berlin-Mitte with excellent public transport connections.

Become Part of Our Team

Does this sound like the right place for you?
We look forward to getting to know you!
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