

Nicholas Rebis

Executive Chef

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Professional Summary

Executive Chef & Culinary Director with 18 years of culinary experience, including 8+ years directing senior living dining operations. Proven leader in developing future chefs through internal promotion, maintaining deficiency-free regulatory audits, and managing \$250K to \$750K food budgets while delivering restaurant-quality dining.

Key Achievements:

- **18 Years of Culinary Experience:** 8+ years as an Executive Chef directing high-performing senior living dining programs.
- **Deficiency-Free Audits:** Consistent record of deficiency-free state, federal, and health department inspections across multiple communities.
- **Talent Development:** Developed multiple internal promotions, including mentoring a dining room server to become a Culinary Services Director.

Core Competencies

Culinary Leadership

Team Development & Mentorship

PPD Budget Management

Regulatory Compliance (DSHS, NSLP)

Menu Engineering

Restaurant-Style Dining

Vendor Negotiations

Catering & Events

Therapeutic Diets

AI & Technology: DSSI Menu AI, Excel, Microsoft Copilot, Google Gemini

Certifications

Washington State Food Handler Certification

Professional Experience

Solstice

Executive Chef

Point Defiance, Tacoma, WA

May 2025 – June 2026

- Developed and promoted a Lead Cook into a Sous Chef who later partnered in providing operational support to neighboring communities.
- Designed a resident-driven dining feedback program through Chef Chats, Food Committee meetings, and daily menu-book suggestion pages, contributing to the highest dining satisfaction scores in the company and making Dining Services the only department to improve scores on the annual resident survey.
- Directed BOH/FOH dining operations, leading a high-performing 27-person team.
- Delivered restaurant-style dining experiences that consistently supported resident satisfaction and engagement.
- Maintained a strict \$5.50 raw food cost PPD for 158 residents (\$320K annual budget).
- Managed a \$100K kitchen renovation, modernizing workflow and design for the full cook line.
- Maintained compliance through successful local health department and annual state regulatory audits.
- Utilized Menu AI and Copilot/Gemini (Excel/Google Sheets) for precise menu planning and inventory tracking.

GenCare Lifestyle

Executive Chef

Renton, WA

July 2022 – May 2025

- Maintained 100% staffing for six consecutive months without external recruitment, eliminating agency staffing through exceptional employee retention.
- Oversaw BOH/FOH operations for a 30-person culinary and service team, developing leaders through internal promotion and succession planning.
- Mentored a dining room server through successive promotions to Cook, Lead Cook, and eventual Culinary Services Director.
- Administered a \$10.00 raw food PPD for 205 independent and assisted living residents (\$750K annual budget).
- Passed every state licensing, assisted living, and memory care audit without deficiencies.
- Leveraged long-standing rep relationships with Charlie's Produce, US Foods, and Sysco to secure optimal pricing and inventory.
- Implemented an acclaimed gluten-free program, securing a Gluten Intolerance Group certification.

Village Concepts

Executive Chef

Auburn, WA

August 2018 – July 2022

- Retained 100% of core culinary leadership throughout the COVID-19 pandemic through proactive scheduling, coaching, and team engagement.
- Led BOH/FOH culinary operations for 23-person team serving 175 IL/AL/MC residents.
- Selected as a regional culinary resource to onboard executive chefs, support struggling communities, and assist with audit preparation.
- Managed a \$7.50 PPD food budget, maintaining strict compliance (\$480K annual budget).
- Passed rigorous state licensing, assisted living, and memory care regulatory audits without deficiencies.

Remann Hall

Food Services Director

Tacoma, WA

October 2016 – August 2018

- Directed daily food service operations and inventory management serving students aged 14–18.
- Passed highly rigorous federal National School Lunch Program (NSLP) audits and state health inspections with zero deficiencies.
- Managed shift scheduling, vendor ordering, and kitchen workflows for daily meal service execution.
- Maintained an inventory of \$250,000 in raw foods and supplies.

Grandview Terrace

Sous Chef

Sun City, AZ

November 2008 – September 2016

- Promoted through increasingly responsible roles over an 8-year tenure, serving as Sous Chef for the final 5 years.
- Advanced from Dishwasher to Prep Cook, Line Cook, Lead Cook, and Sous Chef, mastering all BOH workflows.
- Supported the Executive Chef in daily high-volume meal production, HACCP compliance, and staff training.