



**North Channel Brewing Company**  
**Bad Axe Brewery**  
86 Washington St, Manistee, MI 49660  
Manistee, MI 49660  
231-299-1295

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**Position: Restaurant General Manager (Full-Time)**

### **North Channel Brewing Company**

North Channel Brewing is in the historic North Channel Building on Washington Street in Downtown Manistee. Situated along the Manistee River next to the drawbridge, it offers a unique setting to enjoy high-quality craft draft beer while taking in views of downtown, the bridge, and passing freighters. North Channel Brewing is an ode to the rich and fascinating history of Manistee, weaving the community's story into everything we do.

North Channel Brewing operates under Little River Holdings, the investment enterprise of the Little River Band of Ottawa Indians. Little River Holdings is a diversified holding company created to invest in, support and manage businesses that meet our investment criteria in pursuit of our mission and vision.

Mission: To bring people together through exceptional craft beer and thoughtfully prepared food, creating a welcoming space where community, conversation, and connection thrive.

Vision: To build a lasting gathering place that strengthens our community and becomes a tradition for generations to come.

Values: Love, wisdom, respect, bravery, honesty, humility, and truth.

### **Job Summary**

The Restaurant General Manager plays a key role in supporting operational excellence, guest satisfaction, team leadership, and brand standards in alignment with Native Source Restaurant Group values.

### **Essential Duties**

The following is not an exhaustive list of duties. It represents a sample of essential work. The list of duties may change at any time with or without notice at the sole discretion of Little River Holdings.

1. Full leadership and decision-making responsibility for assigned departments, teams and positions as indicated by the organizational chart, including but not limited to recruiting, training, development, mentoring, engagement, work assignments, performance management, measurable results, rewards, disciplinary action, timekeeping. Make employment decisions with assigned staff.



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2. Uphold the Seven Grandfather teachings and promote an organizational culture that integrates tribal identity, values, and customs.
  3. Own full profit-and-loss responsibility, including revenue, labor, food and beverage cost, and controllable expenses.
  4. Serve as the primary champion of guest experience and hospitality excellence.
  5. Represent the brand positively within the community and with external partners.
  6. Ensure compliance with all federal, state, local, and tribal regulations, including labor, health, safety, and alcohol laws.
  7. Oversee accounting operations, financial reporting, and internal controls for all LRH entities.
  8. Ensure compliance with Tribal, federal, state, and local regulatory requirements in all states where LRH and its subsidiaries operate. Maintain food safety, sanitation, and workplace safety standards.
  9. Oversee cash handling, inventory controls, and loss prevention procedures.
  10. Ensure consistent execution of brand standards, recipes, service expectations, and safety procedures.
  11. Develop and implement department, function, or team policies, procedures, and forms to ensure effective operations.
  12. Establish, monitor, and improve functional Key Performance Indicators (KPI) to assess performance. Use data-driven insights to refine strategies and improve outcomes.
  13. Oversee the planning and execution of projects in the restaurant and ensure alignment with organizational objectives and timelines.
  14. Manage the restaurant budget and resources according to LRH policy, procedure, and standards.
  15. Identify and implement process improvements.
  16. Driver to other locations and events.
  17. All other duties as assigned.

**Minimum Necessary Qualifications**

Candidates must meet the following requirements, as demonstrated through past employment, education, testing, or a combination thereof:

1. Bachelor's degree in hospitality, or related field. Five (5) or more years of essential duty or experience in lieu of education may be accepted at the sole discretion of NSRG.
2. Minimum seven (7) years of restaurant management experience, including full-service operations.
3. Five (5) years leadership experience.
4. Demonstrated experience managing financial performance and teams.



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5. Knowledge of POS systems and basic cash-handling procedures
  6. Certifications/Licenses:
  7. Valid Driver's License
  8. Ability to:
    - Read, analyze, and interpret financial reports, professional journals, technical procedures, or government regulations.
    - Work nights, weekends, and holidays as required.
    - Effectively present information, perform public speaking, and respond to questions from team members and the public.
    - Solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists.
    - Author a variety of instructions furnished in written, oral, diagram, or scheduled form.
  9. Demonstrated successful:
    - Restaurant operational and financial performance.
    - Interpersonal and communications skills, both oral and written.
    - Root cause analysis and process improvement.

**Physical and Environmental Conditions**

1. Primarily works in a restaurant and brewery environment with exposure to noise, crowds, and kitchen conditions.
2. Extended use of computer use (reading reports, typing, video conferencing or financial documents)
3. Frequent lifting, bending, and reaching; ability to lift up to forty (40) pounds.
4. Long periods of standing and walking throughout the restaurant.
5. Physical capabilities to driver's license standards.
6. Ability to read, write and communicate in English.
7. Sight, hearing, speaking, and cognitive ability to executive level standards.

**Indian Preference applies in accordance with Ordinance #15-600-02**

**Hiring Salary Range:** Negotiable and Commensurate with Verified Qualifications

**FLSA Status:** Exempt

**Pay Schedule:** Bi-Weekly

**Background Check:** Extensive



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**To Apply:** Please submit completed resume, cover letter, education transcripts, portfolio demonstrating past experience, any/all licensure(s) and/or certifications required/relevant for the position, front and back copies of a valid Tribal ID (if applicable) to the following email address: [careers@lrhedc.com](mailto:careers@lrhedc.com)

**Conditions of employment with Little River Holdings includes superior performance in the selection process at the sole discretion of Little River Holdings, including but not limited to all of the following; any pre-employment interviews, skills testing, credentialing, reference checks and previous work history, passing post-offer drug tests and background checks, possession of valid required documents such as a Driver's License throughout employment, being insurable under the Tribal insurance policy, and successfully completing a ninety (90) day introductory period.**