

Sous Chef

Kitchen

Job Type: Full-Time

Reports to: Head Chef

Contract: Permanent

Salary: £34,000 per annum

Hours: 40 per week

As Sous Chef, you will play an important role in the smooth daily operations of the kitchen and support the head chef in the overall vision of our kitchen. You will oversee specific sections, lead junior kitchen staff, maintain food quality standards, and ensure consistent compliance with hygiene and safety protocols. In the absence of the Head Chef, you are expected to take charge and maintain operational continuity.

How we work

- **Positivity:** Maintain an optimistic outlook, inspire team members and create a positive work environment.
- **Energy:** Demonstrate high levels of enthusiasm and drive, motivate others through great leadership.
- **Resilience:** Adapt well to challenges, bounce back from setbacks, through constructive criticism and mutual support.

Key Responsibilities:

Cooking & Kitchen management:

- Cook delicious food with e5 principles in mind - seasonal, nutritious, avoiding waste.
- Be a role model for exceptional kitchen standards - maintaining a clean, tidy & organised space at all times.
- Cost dishes effectively, ensuring we are making a good margin on our products.
- Ensure everything sent out of our kitchen - daily dishes and catering alike - are of the highest standard.
- Assist Head Chef with menu development and recipe testing/
- Demonstrate and enforce exceptional food hygiene standards
- Develop new menu ideas for all of our offerings (catering, breakfast, lunch, brunch).

People Management & Communication:

- Be an e5 ambassador - live and breathe our ethos and share this passion with our team.
- Mentor and train junior staff; foster skill growth and a positive kitchen environment.

- Be an excellent communicator, ensuring kitchen staff and all other departments are well informed of everything that's going on in the kitchen and elsewhere.
- Assist with performance reviews and feedback.
- Attend department meetings as needed and relay key information to the kitchen team.
- Lead the kitchen team alongside the Head Chef, as well as in their absence - ensuring shift structures and procedures are always followed.
- Have an approachable, positive and energetic outlook for the kitchen

Operational & Admin Tasks:

- Help manage inventory, stock control, ordering, and supplier communication.
- Support scheduling, rota management, and holiday cover for kitchen staff.
- Record issues and escalate equipment failures as needed,
- Assist with product costings, updating in systems (e.g., Jelly, Revel).
- Monitor sales and adjust production as necessary.

Experience

- At least 3-4 years cooking in professional kitchens
- Currently senior CDP level as a minimum (ideally junior sous or sous).
- Catering production experience preferred