

Head Pastry Chef

Hackney

Job Type: Full-Time

Reports to: Operations Director

Contract: Permanent

Rate of Pay: £36,600 per annum

Hours: 40 per week

The Head Pastry Chef role at E5 Bakehouse requires a highly organised and skilled individual to lead the pastry team in a supportive, creative manner and understands the core values of e5 Bakehouse. We are committed to using ingredients that are locally sourced and organic, whilst promoting a creative and innovative menu that changes seasonally.

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.

The ideal candidate will embody these behaviours and skills, leading by example to drive success across all aspects of the business. e5 Bakehouse strives to be an ethical, welcoming, diverse and nurturing work environment that takes great pride in the company it keeps and would love to welcome a manager to the team who embodies these traits.

Key Responsibilities

Production Excellence & Menu Strategy

- **Recipe & Menu Development:** Collaborate with Directors to develop new recipes and maintain a comprehensive recipe library. Drive the creation of a diverse, seasonal menu, prioritizing local, organic produce and direct sourcing from farms.
- **Quality & Consistency Command:** Ensure consistency in taste and presentation across all pastry items. Implement and enforce stringent quality standards to maintain e5's reputation for excellence.
- **Display Planning & Communication:** Collaborate with the GM and Head of Production to plan and maintain a dynamic pastry display. Ensure all menu changes are communicated effectively and documented clearly for the entire team.

Financial Performance & Inventory Oversight

- **Costing & Pricing Strategy:** Collaborate with Directors to accurately cost out all pastry items, utilizing systems to write recipes and monitor pricing.
- **Batch Sizing & Waste Mitigation:** Establish clear guidelines for batch sizes and quantities to ensure correct portion delivery while minimising food waste. Provide guidance and training to staff on portion control.
- **Inventory Control & Ordering:** Monitor inventory levels with precision, ensuring accurate stock takes. Implement an efficient ordering system for all ingredients and actively manage stock rotation.
- **Wholesale & Catering Coordination:** Lead the review and planning of wholesale orders. Monitor costing and portion sizes for wholesale and catering, providing accurate information for customer communication.

Team Leadership & Operational Management

- **Team Scheduling & Supervision:** Assist in planning wholesale production, ensuring the team is adequately staffed and has the space and time to produce catering orders around existing schedules.
- **Training & Mentorship:** Provide hands-on leadership and effective training to all pastry team members. Help foster a culture of open, clear communication and feedback within the kitchen.
- **Health & Safety Compliance:** Ensure the pastry kitchen adheres to the highest standards of hygiene and safety at all times.
- **Communication & Handover:** Facilitate effective communication between the kitchen team and other departments. Provide a thorough handover and production notes at the end of each shift.

Essential Requirements

- *A minimum of 3 years in a leadership role within a commercial pastry kitchen*
- *Experience recipe testing and working with changing seasonal menus*
- *Level 2 Food & Hygiene Safety Certificate*

Employee Benefits

- *Staff lunch, coffee and tea every day*
- *30% discounts at all of our locations*
- *1 additional annual leave day for each year worked (up to a maximum of 5 additional days)*
- *Paid annual stagiaire days*
- *Cycle to Work scheme*
- *Plus many more staff perks and discounts with local partners!*