

Head Baker

Hackney e5 Bakehouse

Job Type: Full Time

Reports to: Operations Director and General Manager

Contract: Guaranteed Hours

Salary: £36,600 per annum

Hours: 36 hours per week

This role requires someone who is proactive, nurturing, and with a strong attention to detail. They will also be supportive and empathetic in order to successfully lead our exceptional team of bakers here at e5. You will have the support of a deputy head baker in your role.

The role of Head Baker is varied, inclusive of: operations, management, admin and teaching classes.

We are a busy team producing a wide variety of items 7 days a week. There is always scope for new product development and exciting new ideas, which we hope the right candidate will bring to the role. It's important for the Head Baker to be well organised, approachable, and be open to requests/ideas coming from the Directors.

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

Infrastructure & Operational Command

You will ensure administrative and command over the production environment to maintain peak operational readiness and compliance:

- **Maintenance Coordination:** Coordinate all maintenance needs for equipment and machinery.
- **Structural Management:** Manage the structural and equipment needs of the entire department.
- **Food Safety Compliance:** Serve as the Food Safety standards coordinator for bread production

Product Management & Innovation Strategy

You will drive product quality, consistency, and strategic development across the business:

- **Recipe Development:** Lead recipe development for interdepartmental collaboration.
- **Experimentation:** Facilitate experimentation and development initiatives within the baking team.
- **Daily Quality Control:** Conduct daily and regular quality control checks on all bread and provide immediate, constructive feedback to the team.

Wholesale & Recruitment Leadership

You will strategically manage external partnerships and internal talent acquisition to support business growth:

- **Wholesale Management:** Work to expand and maintain the wholesale customer base. Coordinate with the office manager on all wholesale requests and needs.
- **Recruitment:** Be responsible for ensuring a complimentary team and following recruitment guidelines when hiring for new positions. Lead the interview and selection process.

Staff Well-being & Development

You will provide comprehensive leadership and mentorship, focusing exclusively on execution, performance review, and maintaining team morale:

- **Performance Management:** Conduct annual reviews, probation reviews and 1-2-1's.
- **Team Communication:** Be available for regular staff check-ins.

- **Feedback:** Provide daily and regular feedback to the entire team.
- **Team Alignment:** Conduct team meetings to align strategy and production flow.