

Head of Production (Bread & Pastry)

Hackney

Job Type: Full-Time, Permanent

Reports to: Operational Director & General Manager

Liaise with: Deputies of Bread and Production

Hours: 45 hours per week

Core Values: Nurturing, proactive, and supportive leadership with a commitment to organic, locally sourced ingredients.

Overview

This integrated leadership role provides comprehensive strategic oversight for both the Bread and Pastry departments at e5 Bakehouse. The Head of Production is responsible for cultivating a collaborative, creative, and high-performing environment. The role is designed to ensure rigorous quality control and continuous innovation while streamlining interdepartmental communication. A key focus of this position is driving commercial success by enhancing revenue opportunities and implementing cost-saving efficiencies across all production streams. You will be closely working alongside the deputy baker and the deputy production manager.

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 and bounce back from setbacks through constructive criticism and mutual support.

Responsibilities

1. **Rota Management & Payroll:** Strategically manage team time-keeping, shift structures, and payroll analysis. Ensure the department is adequately staffed to meet bakery, catering, and wholesale needs.

2. **Ordering & Stock Management:** Oversee dry goods and dairy inventory. Manage relations with key suppliers (Suma, Infinity, Langridge, etc.) and coordinate with millers regarding fresh flour harvests. Diligently track and report on all key expenditures, including raw materials, overheads, and utility costs, identifying areas for efficiency and reduction.
3. **Quality Control & Product Development:** Lead daily quality checks for all bread and pastry items. Facilitate experimentation and seasonal recipe development, ensuring consistency in taste and presentation.
4. **Wage Cost Oversight:** Proactively manage and control labour scheduling and wage costs across all departments to meet established budgetary targets without compromising quality or service.
5. **Infrastructure & Operational Lead:** Coordinate maintenance for all machinery and equipment. Manage the physical production environment to ensure safety and efficiency.
6. **Compliance:** Act as the lead for Food Safety, Health and Safety, and HACCP standards. Manage audits and digital compliance via Alert65.

Project and Education Leadership

- **Class Program Leadership:** Oversee the teaching of bakery classes and the development of the class curriculum.
- **External Management & Coordination:** Lead stagiaire coordination and act as the primary liaison between production and the education programs.
- **Interdepartmental Communication Lead:** Serve as the central point of contact for upper management, the office, and other departments to ensure smooth operations.
- **Team Alignment & Growth:** Lead regular staff check-ins, conduct annual performance reviews, and facilitate team meetings monthly to align strategy and production flow.

Production & Leadership Execution

- **Technical Excellence:** Maintain high standards for organic ingredient use, recipe execution, and waste minimisation.
- **Wholesale Management:** Coordinate with the office manager on wholesale requests and expansion strategies.
- **Recruitment:** Lead the interview and selection process for new talent, ensuring a complementary and diverse team dynamic.
- **Mentorship:** Provide daily constructive feedback and foster an environment of independent initiative and professional growth.