

Sous Chef

Hackney

Job Type: Full-Time

Reports to: Head Chef

Contract: Permanent

Hours: 40 hours per week

Salary: £36,000 per annum + TRONC

As Sous Chef at e5 Bakehouse, you will be a key contributor to the kitchen's daily operations and culinary identity across the Hackney bakehouse and its sister sites, including Poplar and the Storehouse. Working closely with the Head Chef, you will help deliver seasonal, nutritious, produce-led food; support menu development; maintain consistent execution; and contribute to the smooth functioning of production and service. You will help oversee catering and staff lunch production, ensuring high standards and efficient coordination across locations.

You are a hands-on leader whose passion for produce, skill development, and operational organisation helps maintain a well-run,

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

Kitchen Production

You will ensure operational excellence over all production processes, focusing on quality, efficiency, and consistency:

- **Culinary Execution:** Execute consistently high-quality cooking guided by E5 principles: seasonal, nutritious, organic sourcing, and minimal waste.
- **Quality Assurance:** Ensure everything produced—daily dishes and catering alike—is of the highest, uncompromising standard.
- **Role Modeling:** Serve as a role model for exceptional kitchen standards, maintaining a clean, tidy, and organised space at all times.
- **Menu Development Support:** Contribute to menu development through recipe testing and creative input; propose new dishes for café, brunch, lunch, and catering offerings.
- **Innovation:** Develop new menu ideas for all offerings (catering, breakfast, lunch, brunch) to drive sales and customer engagement.
- **Compliance:** Demonstrate and enforce exceptional food hygiene standards among all staff. Maintain uncompromising standards of food quality, portioning, and presentation. Uphold impeccable cleanliness, organisation, and mise-en-place discipline. Ensure strict food safety, hygiene, and allergen management compliance.
- **Production:** Ensure strict food safety, hygiene, and allergen management compliance.

People Leadership & Communication

You will provide comprehensive, hands-on leadership for the kitchen team, focusing exclusively on execution, mentorship, and maintaining a positive culture:

- **Team Leadership:** Lead the kitchen team alongside the Head Chef, as well as autonomously in their absence, ensuring all shift structures and procedures are strictly followed.
- **Mentorship:** Mentor and train junior staff, fostering skill growth and a professional kitchen environment.
- **Performance Support:** Assist with performance reviews and feedback to drive accountability and continuous improvement.

- **Ambassador:** Be an e5 ambassador—live and breathe our ethos and share this passion with the team.
- **Communication:** Ensure clear communication across sites regarding menu changes, prep requirements, ingredients, and operational updates.

Operations and Administration

You will ensure administrative support to the Head Chef to manage the department's resources:

- **Financial:** Assist with costing, recipe development, and margin analysis to ensure financial viability.
- **Inventory Control:** Manage or assist with stock control, ordering, and rotation across sites; maintain communication with suppliers.
- **Scheduling Command:** Support rota planning, scheduling, and staffing needs; coordinate holiday or sickness cover.
- **System:** Assist with product costs, updating systems with relevant financial information.
- **Sales Monitoring:** Monitor sales and proactively adjust production as necessary to prevent waste and meet demand.
- **Equipment Oversight:** Identify and escalate equipment and maintenance issues to the General Manager to reduce operational downtime.

Essential Requirements

- *2+ years experience working in a busy commercial kitchen in a managerial role.*
- *A deep knowledge of seasonal produce, varied cooking techniques and an understanding of sustainable practices in cheffing.*
- *Strict compliance with food safety, allergen management and quality control*
- *Reliable, punctual, and proactive with a strong work ethic.*
- *Level 2 food safety and hygiene certificate*

Employee Benefits

- *Staff lunch, coffee and tea every day*
- *30% discounts at all of our locations*
- *Cycle to Work scheme*
- *Plus many more staff perks and discounts with local partners!*