



HEAD CHEF

Department: Kitchen
Reporting to: Head of Food & Beverage
Key relationships: Operations Manager, Restaurant Manager, Assistant Restaurant Manager, Senior Chefs, Chef Brigade

ROLE OVERVIEW

St Michaels Resort completed a multimillion-pound redevelopment in 2018, which saw the opening of an additional 32 contemporary bedrooms, a state-of-the-art health club, a world-class spa, and two new restaurant concepts: Brasserie on the Bay and the Garden Kitchen.

The main purpose of this role is to lead a culture of creative excellence in terms of food product and customer service in line with the strategic direction of St Michaels Resort.

You will provide inspirational leadership to our brigade of chefs and kitchen porters, managing their performance, behaviour and attitude. You will be responsible for the detailed execution of all dishes on the menu, developing the quality, provenance and profitability of the food offer.

It is a highly exciting time to join the team and offers an exciting challenge to the right candidate. You will drive change. You will be fully engaged to reimagine the product and have influence over a phased upgrade of the main kitchen alongside the development of the brigade, bringing about a clever menu that puts efficiency and simplicity at its heart.

DUTIES & RESPONSIBILITIES

SENIOR MANAGEMENT

- Manage department finances and budgets, making use of the management information available in your area and act credibly on matters that affect profitability.
- Contribute to strategic planning and work as a senior manager ensuring that you always act in the best interests of the business
- Have a through understanding the business strategy, key competitors and how the business fits within the marketplace.
- Work within the senior management team to proactively develop a customer centric culture and drive behavioural change through encouraging others to seek and act on feedback.
- Oversee the effectiveness of all direct reports and ensure consistency, efficiency, professionalism and effective communication
- Drive a strong cultural belief in delivering a high level of food and service.
- Comply with and enforce all company policies, standards and legislative requirements relevant to maintaining effective performance, communication, training and good business

ST MICHAELS, FALMOUTH

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reputation, including food hygiene, fire, health & safety regulations; attending training as required.

KITCHEN

- To seasonally update and refresh the food offering, recipes/menu development – while staying true to the food ethos of St Michaels.
- Ensure all menus are in the St Michaels style and make the best use of ingredients, including consideration of cost, margin, local supply and seasonality.
- Be responsible for a calm and efficient service, maintaining communication with the floor managers at all times with a focus on exceptional customer service.
- Ensure all ingredients used comply with food safety and trading standards and are appropriately recorded.
- Ensure that all departments and key personnel are briefed on menu items, communicating all relevant provenance, allergen, nutritional and other distinctive information for all new items.
- Ensure that senior chefs are managing the ordering, storage and rotation of stock in line with kitchen management systems to minimise waste and maximise freshness.
- Identify departmental income streams, cost centres and areas for potential waste/loss and improvement – communicating with the finance team as required.
- Together with the Property Manager, ensure the proper maintenance of the kitchen equipment and that it is used for the performance of kitchen duties safely and following instructions – ensuring the kitchen team are trained to operate equipment safely and standards are maintained.
- Ensure finance has all the necessary and accurate time sheets, stock sheets and waste sheets for the kitchen as required.

MANAGEMENT OF TEAM

- Be responsible for developing the people strategy and for the recruitment, selection, induction and training of all kitchen staff as and when required.
- Liaise with senior chefs in order to complete correct new starter & leaver procedures.
- Set a clear vision for the kitchen, defining success and clear objectives for the team so they know your expectations as a manager and understand what they have to deliver.
- Be responsible for undertaking performance reviews and monitor performance objectives set for the team.
- Undertake any development, coaching or performance management with staff as and when is appropriate.
- To write the rota four weeks in advance (as required), monitor and plan all holidays for the brigade and record in the timesheets as required.

PROFESSIONAL ATTRIBUTES, SKILLS & EXPERIENCE

KITCHEN

- Progressive career history up to head chef level – knows all the culinary aspects of running a kitchen.



- 5-10 years' experience working in a well-established high-quality hospitality kitchen – at supervisory level or above for a minimum of 2/3 years and competent in looking after a team of at least 15 people.
- A chef with creative flair with a passion for excellence and learning, and a thorough knowledge of ingredients and how they should be used.
- Understands how seasonality, provenance and other factors impact on the product and menu.

FINANCE & BUSINESS

- Sound knowledge of current food hygiene and safety regulations.
- Experience of managing budgets and minimising costs within the department.
- Experience of using, analysing and acting on management information to drive business/change and improvements.
- Proven ability to work at strategic level.
- Ability to identify risks and manage potential situations to minimise the impact on customer experience and cost to business.

HR & PEOPLE DEVELOPMENT

- A natural motivator with outstanding interpersonal and communication skills, and plenty of initiative and ability to respond to the ever-changing environment/circumstances.
- Passionate about sharing knowledge, while maintaining the high standards expected of high quality, top end restaurants.

EDUCATION & TRAINING

- NVQ Professional Cookery – Level 1-5.
- CIEH Food Hygiene/Safety & H&S – Level 1-4.
- Fire warden.
- First aid at work.

QUALITIES, KNOWLEDGE & SKILLS

- Be fully committed to the culture and values of St Michaels Resort.
- Able to demonstrate effective listening skills, diplomacy and excellent interpersonal skills.
- Excellent communication, motivation and leadership skills; highly passionate and enthusiastic about work.
- Proven ability to develop and maintain good working relationships with all members of the organisation.
- Impeccable organisational and time management skills – able to organise and plan effectively.

ADDITIONAL FACTORS

- Available to work a flexible shift pattern to include evenings and weekends.
- Clean UK driving licence.



REMUNERATION

You will receive a highly competitive salary of £33,000 to £38,000 a year dependent on experience, together with employee benefits such as meals on duty, discounted health club membership, friends & family room rates, incremental holiday entitlement, and a commitment to your ongoing development.

HOW TO APPLY

Please send a copy of your CV and covering letter detailing your suitability for the role to Polly Dent, Head of Food & Beverage, via pollydent@stmichaelsresort.com.

Please indicate your current salary and notice period, with answers to the following questions:

1. What specifically makes you a perfect fit for this role?
2. If any, what gaps in experience do you have necessary for this role and how will you make up for them?
3. How would you describe your personal cooking style and how did it develop?

The closing date is 9 June 2019. We will be holding the first stage of the selection process on 13 June 2019, so please put this date in your diary now to ensure your availability.

Due to the large number of applications normally received, regretfully we are only able to reply to candidates who have been shortlisted.