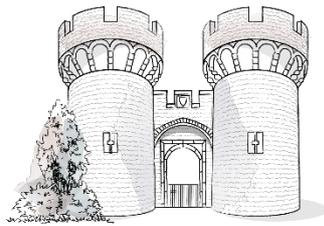


Recruitment Pack



COOLING CASTLE BARN

EST. 1995

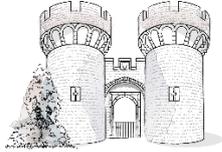
THE
FIRE STATION
BRASSERIE

THE
VINES

About Us

We are a company that is wholeheartedly about giving best in class hospitality. Comprising of three venues:

- **Cooling Castle Barn, Cooling, Hoo Peninsula**



COOLING CASTLE BARN

EST. 1995

- **The Fire Station, Chatham**



- **The Vines of Rochester, Rochester**

**THE
VINES**

Each has a unique, interesting, and different presence in the local hospitality industry. However, the one thing that is importantly consistent across venues is our people's inherent belief in creating great customer experiences and seeing each individual (whether a team member or customer) for who they are and how they wish to be treated.

Although every role is advertised at a specific venue, from the start you will be required to work with different team members at different venues. We know this creates an exciting work environment for you, and the opportunity to expand your knowledge & skill set.

We promise a value system based on creating an inclusive working environment, we expect individual accountability, but we will always take the time to provide all the training needed. We look to find the best in every single member of the team.

Job Description

Dept/Team: Kitchen – Chef De Partie	Location: Rochester, although travel to all 3 sites will be required
Hours: 45 hours per week including evenings, weekends, and public holidays	Duration: Permanent
Responsible To: Head Chef & Senior Sous Chef	Responsible For: Assist with the smooth running of the kitchen.
Works With/Key Contacts: Kitchen team across all venues Front House Senior Managers	Salary: £26000.00

Main Purpose of the Role

We currently have an exciting opportunity for a motivated and ambitious Chef De Partie with a real passion for food where you'll be able to develop your career. We believe a successful career starts with passion, creativity and positivity. We are proud of what we do, we offer career opportunities and the chance to work across many different venues.

This includes:

- Support the Head Chef and Sous Chefs in maintaining, ordering and controlling food stocks within budget.
- Ensuring high standards of cleanliness of all areas in the kitchen and of equipment.

Responsibilities/Objectives	Approx. % of time
General: <ul style="list-style-type: none"> • Able to follow instructions and recipes. • Fully competent with knife skills, understanding classic cooking techniques. • Able to prepare dishes unsupervised once trained • Able to assist the team serving a function. • To be motivated and enthusiastic within the Kitchen and company environment. • Research on food knowledge and cooking technique and ingredient 	80%

<ul style="list-style-type: none"> • To prepare sauces to correct standard. • Prepare and serve menu dishes to the required standard after training. • Support Head Chef and Sous chef in general running of the kitchen • Maintain standards of service. • Manage and develop junior staff in the kitchen • To assist ensuring that the kitchen follows the relevant hygiene legislation. • Ensure the kitchen is cleaned and closed down at end of service, ensuring your section fridge is tidy and organised also checking fridges are labelled correctly. • Working in a team producing high end and high-quality food. • Developing and supporting team members. • Supporting in the creation of exciting menu concepts. 	
<p>Legislative requirements:</p> <ul style="list-style-type: none"> • Understand and have a working knowledge of all current Health and Safety legislation and Food Hygiene legislation and to be conversant with the rules contained therein. • Be aware of current Hygiene procedures and ensure that whilst on shift they are adhered to. • Ensure a first in first out stock rotation system is in place and ensure all food products are properly dated and organised for quality assurance. • Complete and maintain the cleaning schedule and opening and closing check sheets. • Ensure HACCPs are followed. 	10%
<p>Training</p> <ul style="list-style-type: none"> • You will be continually learning new skills on the job, we will require applicants to progress through professional chef qualifications as they work with us. 	10%

The above job description is intended to be an outline of the duties and responsibilities for this role. This is not an exhaustive list, and it is likely to change over time. You may be expected to undertake other duties that are commensurate with this role and grade.

Person Specification

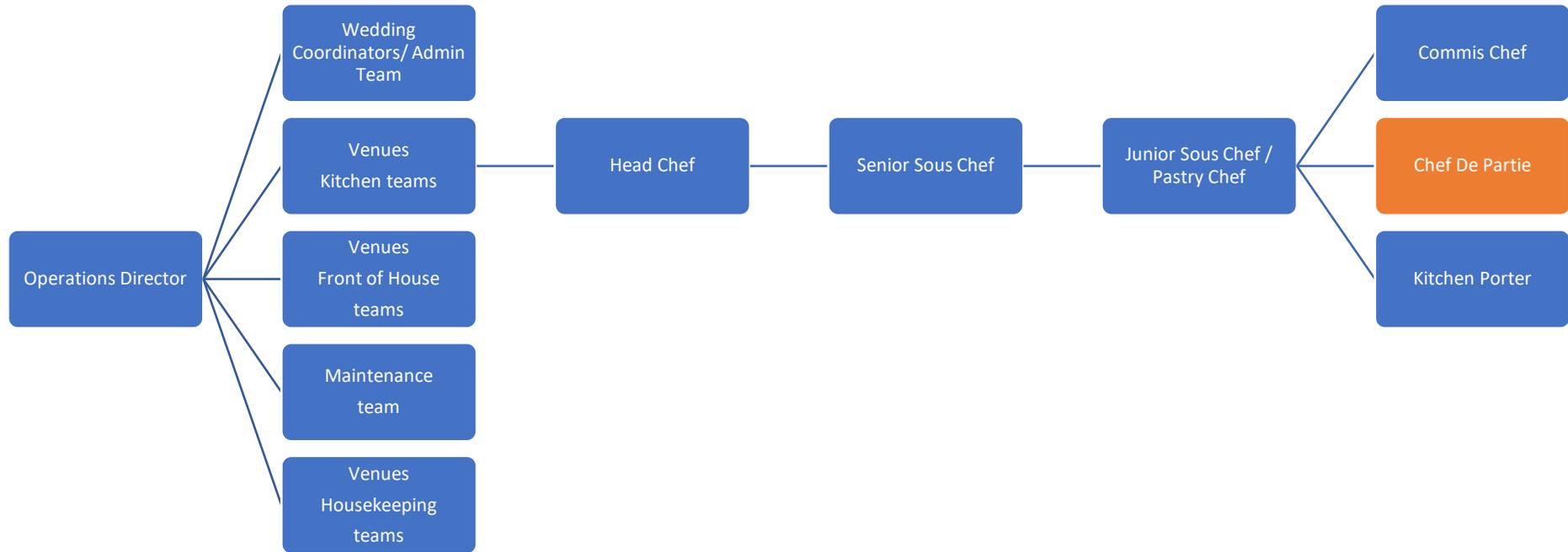
Essential

Job Specific	Proven experience at Chef de Partie Level
	Level 1 & 2 food safety.

	Positive and engaging personality and professional appearance. Excellent communication skills, comfortable working with members of the public.
	Ability to cope under pressure, in a calm and efficient manner to set deadlines
	Strong task and time management abilities.
Core Skills	Chef de partie Chef Skills and Qualifications:- Formal culinary training, previous restaurant experience, extensive food and beverage knowledge
	Communication skills Able to interact with staff and managers in an appropriate, courteous and responsive manner.
	Empathy & Resilience Ability to show empathy and be resilient when dealing with colleagues & customers.
	Time management Strong task and time management abilities. At peak service times, must feel comfortable delivering under pressure whilst maintaining a positive attitude

Values	Integrity - Acting with integrity – maintaining an open and honest attitude. - Having loyalty towards the company & each other
	Respect - Respecting internal & external customers at all times & behaving with emotional intelligence. - Treating everyone as an individual, understanding everyone has strengths and weaknesses. - Work together to overcome problems, a blame culture will not be tolerated. - Maintaining a sense of pride & accuracy in your work
	Community - Fulfilling the shifts allocated to you, understanding the negative impact of unauthorised absence on the rest of your team. - Show flexibility & willingness to help customers, team members & the management team. - Maintaining a positive can-do attitude, even when under pressure - Going the extra mile to deliver above and beyond what's expected - Encourage energy & fun through your actions and behaviours in the workplace.
	Commercial - Speak up - Always look for ways to improve the product we deliver, give feedback in an honest, candid & respectful way. - Be a proactive problem solver.

Position in the Company:



Staff Benefits

We offer our staff a wide range of benefits to reward them for the value that they bring to our company, to support them in their work, to help improve their health and wellbeing, and maintain a healthy work-life balance.

We intend to offer these benefits on an ongoing basis but may amend or withdraw them at any time.

Pension Scheme

Our group personal pension scheme is available to all members of staff. New eligible staff will be auto enrolled into our pension scheme in their third month of employment, if they meet the eligibility criteria, at our standard rate of 5% staff contribution, 3% employer contribution.

Annual Leave

Staff are entitled to 28 days annual leave including bank holidays (pro-rata for part time staff)

Discretionary Profit Share

In years where the company has had a successful year, on a discretionary basis, an additional bonus is paid to staff.

Gym Membership

The company will make a 50% contribution towards membership of The Gym in Strood, or an equivalent amount at a Gym of your choice.

Cycle to Work Scheme

We offer a Cycle to Work Scheme to encourage health and fitness. This enables you to save up to 40% of the cost of the purchase of a bike and safety equipment, up to a maximum value of £1,000 including VAT, by having this cost recovered from salary over a 12-month period and so saving tax and National Insurance on this cost.

Paid Maternity Leave

All pregnant staff are entitled to up to 52 weeks' maternity leave regardless of length of service. These are paid under Statutory Maternity Pay guidance.

Paid Paternity Leave

Fathers to be or staff who will share the responsibility with a partner for bringing up a child, may have the right to Statutory Paternity Leave and Pay.

Employee Assistance Programme

We offer a Staff Assistance Programme to all staff free of charge. It offers completely confidential and impartial support, information, and counselling service to staff on legal, financial, debt management and emotional issues.

Sabbatical Leave

Staff who have worked with us for five years or more can request six months unpaid sabbatical leave for personal or professional development, such as learning new skills or travel.