



Job Advert Sous Chef

Working with us

At Red Mist Leisure we want to deliver the best for our customers and continually exceed their expectations. We strive to be market leaders and achieving this is dependent on the quality of our products, services and our team. We firmly believe in local, fresh and seasonal produce and we take great pride in our food and service. We recognise that customers have a choice where they spend their dining income, but by offering consistently great dining experiences, we will thereby retain and expand our customer base through the strength of our reputation and become first choice in our customer's eyes.

We are looking for a Sous Chef to join our team. Supporting and deputising in the Head Chefs absence, the Sous Chef will ensure a high standard of food is served always and to assist the Head Chef in effectively running the kitchen day to day, achieving all operational and commercial targets. It is a position that requires someone who is personable, energetic and capable of stepping up and managing and motivating a kitchen team to deliver excellent food and achieve impeccable standards in all aspects of the kitchen operation.

Your role

- To ensure we deliver a high standard of food, always ensuring all dishes are served at the correct portion size, quality and temperature and enforcing strict ticket times on service
- In the Head Chefs absence take complete ownership over the running of the kitchen, supporting the Pub Manager, making decisions, managing staff and implementing new procedures where necessary
- To ensure that all products used are of a high standard
- To ensure when ordering on behalf of the company, the most competitive price is obtained, and you comply with our purchasing guidelines and agreed supplier range
- To work at other sites of the group, offering support, as required
- To achieve exceptional customer satisfaction results with regards to food
- To ensure all company property is properly respected, used and looked after to reduce maintenance or replacement costs

Hygiene responsibilities

- To ensure that all Health & Safety legislation and guidelines are implemented, adhered to and reviewed regularly, in respect of kitchen production, employees, machinery, equipment and hygiene
- To manage and maintain all company health and safety policies and procedures
- To manage and maintain exceptional standards of cleanliness around all areas of the kitchen

Staffing

- To supervise the kitchen team, having a 'hands on' approach and leading by example.
- Jointly responsible for preparing kitchen cleaning rotas, supervising cleaning schedules and signing off on a weekly basis.
- A key aspect of the Sous Chef role is to recognise training needs and to develop, inspire and support the kitchen team

Commercial

- To understand the annual pub budget and to manage key cost lines under the kitchen responsibility
- Supporting the Pub Manager and Head Chef in managing labour costs through accurate and controlled scheduling of staff and by reacting to increased or decreased customer demand by adjusting staff numbers
- To assist with the management of the food margin at the pub to ensure stock holding and rotation is efficient, wastage is minimised and the budgeted food gross profit margin is achieved
- To become familiar with sales information to assist in managing the GP tracker and production levels
- To understand the unit budget and recognise the importance of maximising sales, controlling costs and achieving margins
- To assist the Head Chef with new ideas and initiatives to generate higher sales and increase customer footfall

What we are looking for

- Passion for food. It is essential to understand and be passionate about great food. We want our menus to express real enthusiasm and passion for the ingredients and food
- Totally customer focused. We must always strive to exceed their expectations
- Maintaining the overall standard of food on offer with a continuous focus on innovation, sourcing of quality local produce, creativity and above all passion will be a key aspect of the Sous Chef role
- To assist the Head Chef in effectively running the kitchen, achieving all operational and commercial targets
- Honest, dedicated and hard working
- You must be a fun and enthusiastic person, with a good sense of humour, who enjoys work and the interaction with staff members and customers
- To be flexible and adaptable at all times, setting this example to the rest of the kitchen team
- To have flair, ambition and the will to succeed and overcome challenges
- The ability to create and maintain consistently great food all of the time
- The ability to create and bond a team together
- To have the dedication, patience and skills to develop staff within your team
- Proficient in IT with an understanding of spread sheets

Our support to you

- Support, training and development to improve your competency and skills in the role and to aid towards progression opportunities in the future
- Targeted Bonus scheme
- £750 retention bonus
- Competitive salary
- Excellent gratuities
- £500 when you refer a friend or family member to any pub at Red Mist
- Regular social events and familiarisation trips
- Free meals on duty
- Regular in-house staff competitions
- Increased annual leave through length of service
- Monthly & annual 'Shining Star' nominations and awards
- 25% discount on food and drink in all Red Mist Leisure pubs for up to 4 people
- Access to Perkbox, offering staff discounts on high street brands, local gyms, and cinemas
- Be part of our charity days and events
- Guaranteed Christmas day off
- 4% Pension contribution

How to apply

To apply for the role, please contact us at jobs@redmistleisure.co.uk