



# Junior Sous Chef

## Petworth Places:

### working at The Angel Inn and E Street Bar & Grill

#### About the Role

Our Junior Sous Chef will be responsible for the running of the kitchen in the absence of the Head Chef. You will be someone with strong culinary skills who is knowledgeable on our food and its provenance. A good people leader, who can demonstrate the skill set required for a smooth, hygienic kitchen operation, delivering quality plates at all times.

#### About Petworth Places

Petworth Places trading as Market Town Developments Ltd is made up of several teams of dedicated people building a destination hospitality and food and beverage business with Stay, Eat, Visit at the heart of the business. Our core businesses are located in the beautiful South Downs market town of Petworth, West Sussex, and the historic market town of West Malling in Kent.

Established in 2010, the group comprises a multiple-award-winning food brand, The Hungry Guest (a double winner of UK delicatessen and farm shop of the year), E Street Bar & Grill, and The Angel Inn (with seven premium guest rooms and two luxury self-catering townhouses – Ryde House and East House). The group also includes Augustus Brandt, an interiors and antiques business, and Newlands House Gallery, a modern and contemporary gallery and exhibition space.

Our accolades include E Street Bar and Grill being awarded best restaurant in the South East in 2019 and The Angel Inn being awarded best pub in West Sussex in 2022. E Street Bar and Grill joined the global Chaine des Rotisseurs in 2022.

In 2019 we established a new wedding venue and events business which is growing steadily and in 2022 we launched our wine series events at E Street Bar and Grill, which has been a great success.

#### Responsibilities

The Junior Sous Chef will be responsible for:

- Assist in organising all the kitchen areas to ensure they are clean, hygienic and compliant.
- Understand the menus, including daily specials and are able to identify and prepare the relevant ingredients.
- Sections are prepared and ready to work in with correct equipment in place.
- Good communication between the kitchen and FOH. Guest numbers with timings planned for a smooth operation. Good liaison with FOH on any changes to guest numbers and menu changes.
- Ensure every employee in the kitchen follows good hygiene practices, is dressed in accordance with policy and arrives for work on time.
- Junior Sous chef leads by example on food knowledge and will help rectify errors quickly to avoid guest dissatisfaction.
- Train junior chefs on areas where required and actively supports their development.



- Can manage stock levels, ordering, inventories, and stock reconciliation. Manage correct ordering, having sufficient but not excessive stock levels.
- Liaise with local suppliers for quality produce, including pricing for profit optimisation.
- Ensure all kitchen areas are cleaned and maintained throughout the day to a high standard.
- Ensure all compliance records are completed. Appropriate action is taken for any out of spec readings.
- Ensure stock rotation is completed to avoid unnecessary waste of food. Communicates and actions short shelf lives to enable usage before spoilage.

#### Service Delivery:

- Create dishes that are inviting, appealing and exciting for all guests, which reflects the vision of the business.
- Deliver side dishes that excite guests leaving them wanting more.
- Maintain an understanding of the hospitality industry and food, including awareness of trends and new methods, and generally keeping ahead in the industry.
- Listen to feedback, communicate to the team, and take corrective action where appropriate.
- Support the business in building sales around seasonal, exceptional and locally-sourced goods which deliver an attractive, pivotal focus for the restaurant.
- Ensure the service in the premises is delivered to a high standard, through the delivery of food promptly and within the expected time.
- Co-ordinate effectively with the team about speed of service, item availability and popularity of menu items via regular communication before, during and after service.
- Monitor the quality of food in accordance with company standards.
- Be passionate about food and build enthusiasm among team members for the great products they serve.
- Create a positive, cohesive, friendly, calm, and fun working environment.

This document is not intended to be an exhaustive list, and additional responsibilities may be required as Senior Management team continually develop and grow the business and the Company as a whole.

## Experience and Qualifications

The successful candidate will possess the following:

- A minimum of 2 years in a similar role
- Level 3 Food Hygiene Certificate (or working towards)
- Great attention to detail
- A proven track record of directing employees, sometimes under pressure
- Computer literate – word, excel, and online applications (TripAdvisor, Book a Table etc)
- Excellent written English skills
- Ability to understand a HACCP plan and associated documents
- Good understanding of food cost and how to optimise profit

## Core Competencies

### **Accountability**

Demonstrates and communicates a high level of ownership and commitment to achieving results, accepts responsibility for behaviour and job-related tasks and establishes an agreement on how success will be measured



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### **Communication**

Listens, speaks and writes clearly and concisely; provides useful and timely information to people by choosing the most appropriate method of communication and tailoring the message for the intended audience.

### **Guest Service**

Establishes mutual expectations with guests to ensure expectations are exceeded, going above and beyond to help build a strong relationship. Shows care and timeliness when dealing with guest requests; is keen to offer assistance. Can anticipate guests' needs.

### **Planning**

Uses effective methods to determine priorities, set goals and create plans. This includes the ability to organise oneself to complete routine tasks and prepare daily, weekly and monthly plans. Is able to establish priorities based on knowledge of the organisation.

### **Problem Solving**

Takes a systematic approach to solving problems rather than reacting to symptoms. Recognises problems quickly and uses good judgment, common sense and experience and knowledge to act appropriately and efficiently. Accepts feedback from guests and acts appropriately to resolve issues.

## **Other Important Traits**

Just as important as the technical requirements of the job are the less tangible elements that will help the right candidate achieve outstanding results:

- Passion for food, quality ingredients, and travel.
- Interest in heritage, culture, craftsmanship, and artisanal excellence.
- Leadership and demonstrable teamwork skills.
- Friendly and accommodating manner, with excellent interpersonal, written and oral communication skills.
- A good balance between strategic planning and hands-on delivery.
- Creative 'outside of the box' thinking.
- Ability to give constructive feedback to Head Chef and influence at a senior level when required.
- Diplomacy to have difficult conversations as needed.

## **Key Relationships**

**Internal:** General Manager, Location Managers, HR, Finance and Marketing

**Supports:** Head Chef

**Direct Reports:** Chef de Partie, Commis Chefs, Kitchen Porters, Kitchen Assistants

**External:** Guests, suppliers, enforcement officers, local business partners



## Key Performance Indicators

Short Term – 6+ Months – under supervision of Head Chef and/or Line Manager:

- Help to create a seasonal menu, approved.
- Strong understanding of Food Safety, auditable by EHO and achieving a level 5 outcome; and is maintained and improved where necessary.
- Communication is strong and effective.

Long Term 12+ Months – under supervision of Head Chef and/or Line Manager:

- Key partnerships are developed to grow business, sales and profitability.
- Constant awareness of the businesses online review standings and working towards the following online scores:
  - 4.5 on Google (min of 4.0)
  - 4.5 on Trip Advisor (min of 4.0)

## We Offer

- Competitive market rate salary
- Staff discounts at all group outlets
- Employee Assistance Programme
- Free admission to Gallery exhibitions for employees
- Discounted membership to Newlands House Gallery
- Holiday entitlement of 28 days per annum including Bank Holidays (for full time roles)
- Learning and development opportunities

**Location:** Petworth, West Sussex

**Employment Type:** Full Time - Permanent

**Salary:** Competitive market rate salary

**Employer:** Petworth Places

## To Apply:

Please send your CV to [recruitment@petworthplaces.com](mailto:recruitment@petworthplaces.com)