

HICKORY

Job Title: Kitchen Manager

Contract Type: Full Time / Permanent

Location: Eskmills, Musselburgh

Benefits: Enhanced benefit package to suit the needs of our team

The Role

Hickory is entering an exciting period of growth and expansion and we are seeking a highly organised and process driven Kitchen Manager to oversee the smooth running of our busy kitchen, delivering the operating, financial and brand goals.

We're looking for a strong commercially focused leader that can work alongside the senior culinary team to motivate and inspire the teams to maintain high product standards and deliver incredible foodie experiences for our customers.

You'll be an integral part of the team, ensuring compliance across all the statutory requirements that a bustling kitchen requires, ensuring the high standards of cleanliness and food safety/health and safety are met. You'll have your finger on the pulse of all the budgets and be working to ensure labour and food cost are managed in line with the forecast budgets.

Quality management is a key part of this role and one of the priority tasks upon commencement will be to streamline and enhance kitchen processes using technology to improve efficiencies, so we'll need someone with strong IT skills and the ability to integrate technology such as Kitchen Cut or Procure Wizard.

Key Responsibilities

Key areas of the job are highlighted below, but not limited to;

- Leadership of kitchen teams, responsible for recruitment, training and development and retention of the teams, overseeing training and maintaining training records on the companies Learning Management System (LMS)
- Implement and maintain brand standards on hygiene, presentation and cleanliness. Ensure presentation of the teams are immaculate, well-groomed, and that the brand is positively reflected at all times (in production and at point of delivery)
- Excel at maintaining cleanliness, safety and organization of the kitchens – all measurements monitored and reviewed regularly, and teams are compliant.
- Ownership and compliance of the quality management system (QMS) for kitchen.
- Compliance and implementation of all kitchen legislation to ensure that company, client and statutory policies and regulations regarding Hygiene, Health and Safety, Food Safety and HACCP are adhered to including policies regarding COSHH and Fire Safety
- Cost control and planning across the key pillars of labour, food, stock management, ordering and procurement
- Ordering and management of food and stock
- Involvement with procurement supply chain, both food and non-food, and review frequently to ensure best value and competitive terms. Ensuring pricing is updated across the technology platforms and communicated with the relevant teams.
- Delivering kitchen briefings, supervise food preparation and ensure teams are clear on budgets to complete tasks
- Implement technology to improve costs management and efficiencies of systems and processes
- Ensure that excellent levels of service are being delivered to the customers

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- Strategic resource planning and infrastructure for the future – working collaboratively with the required departments operations/logistics/planning/sales
- Embrace, drive and deliver the core values and vision of the company across the entire business
- Drive our green strategy, generate new ideas and keep up to date on existing practices

Skills and Competencies

- Precious experience of a kitchen management role with minimum 3 years of experience (hotel or event catering)
- Strong leadership skills, with empathy and understanding of the values of the business and the needs of the growing team
- Commercially focused and financially strong with accuracy and ability to interpret margin management and manage budgets
- An eye for detail, cleanliness and organization
- A true team player, proactive and always going above and beyond
- Strong planning and organisational skills with passion for order and process
- Someone who has the ability to make appropriate decisions in adverse situations
- Ability to question, bring ideas to the table, and desire to make changes
- Committed to excellence
- Strong influencing and negotiation skills
- Good business sense and strategic thinking
- Initiative, enthusiasm and creativity
- Excellent communication
- Proven ability to plan and manage work priorities, deal with conflicting demands and meet tight deadlines.
- Excellent IT skills and preferably worked with Back of House Kitchen Software's such as Kitchen Cut/Procure Wizard.
- Be an ambassador for Hickory making it a caterer of choice and attract top talent

About Hickory

We deliver showstopping food and drink experiences in incredible venues, locations and sites across Scotland, developing lasting partnerships.

Our values are embedded in our teams, instilled in our business and vital to our customers. Rooted in respect for our people, the places we work and our planet, we are driven to deliver the very best service we can for our customers.

That's how we operate, but our real motivation for what we do is the food, drink and amazing experiences we create for our customers. Our team are always on the lookout for local, seasonal, produce that inspires them to develop innovative and exciting menus and drinks lists.

Working for Hickory, you will join an award-winning team with a focus on quality in everything we do. We're passionate about training, learning, and developing our future stars, innovation and leadership from within. We aim to promote a culture of respect throughout the food, drink and events industry and to ensure 5* service, and product quality is delivered to our customers at every touch point.

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We focus on quality, and we know that to attract a quality team we must look after our own, so we have created an enhanced benefit package that's flexible to suit the needs of our team.

The Hickory Way – Our Values

Bold

We make creative choices that inspire innovative opportunities for our clients, our teams and the industry. We own our choices, and they make us stand out from the crowd.

Genuine

We operate with decency, we are true to our word and build authentic relationships and experiences.

Respect

We treat others how we'd like to be treated ourselves. We have respect for our people, places and planet, and if we say we'll do it, we deliver it, exactly.

Partnerships

We take time to nurture relationships, collaborating in the most creative ways to find effective methods of delivering success.

Excellence

We go the extra mile to deliver on our commitment to quality work. Our training and development is second to none thanks to our all-encompassing quality system.