

Job Title: Sous Chef

Reports to: Head chef

Location: Based at Eskmills Musselburgh and across Scotland due to nature of event

Hours: 5 days out of 7, as required.

Dependably Different. Guests adore something a bit different. Bold and exciting food and drink, inventive presentation and impeccable service, designed to elevate the whole experience. And with a decade of investment in our teams, tech and quality processes, clients can depend on Hickory.

As an award-winning Scottish business, Hickory has a reputation for delivering leading-edge food and drink experiences in beautiful venues across Scotland and the Northeast of England, with a focus on innovative and invigorating menus using honest, seasonal and local ingredients that pack a punch.

The Role

Hickory is looking for a passionate Sous Chef to join our kitchen team working at Eskmills Venue in Musselburgh and at events across Scotland. As a Sous chef, we are looking for someone to:

- Lead the team to deliver consistently exceed client expectations.
- Work with the head chef and the development chef to create new and innovative menus, developing and enhancing existing menus, developing serving styles, and work with the development chef to train the kitchen brigade to deliver the menus, food layout and presentation.
- Work with the head chef and development chef on new ideas and food products for our distinct market segments, our venues, and our clients while adding value to our brand, by positioning Hickory at the forefront of food innovation, with the main objective

of developing a reputation for award winning food and presentation.

- Maintain systems and processes for recording menus and food safety practices in line with current legislation and health and safety.
- Consistent in the delivery of quality, to be effective in portion control and to display passion and creativity in the presentation of all of our food.
- Recruitment and management of flexible and contract prep and delivery teams and recording training and implementation of all legislation and correct HR practices.
- To be very smart and pristine in their appearance both within the kitchen and at events.
- To ensure that sufficient stocks and equipment are stored under the correct conditions and maintenance records are updated regularly.
- Consistently monitoring our food output, taking feedback from our clients, and driving in change where required to the kitchen brigade.

Key deliverables

A Sous Chef at Hickory is always working on behalf of our clients. You must possess the attitudes, behaviours, skills and values that follow:

- Be a passionate foodie.
- Have relevant experience in a similar role or a sous chef looking for their next opportunity.
- Ability to deliver high volume, innovative, quality catering to our de
- Be an excellent communicator, who is personable and who will engage with the kitchen brigade in a positive and considered way, coaching, mentoring and effecting change without conflict.
- Creative and innovative thinking, resourceful, good negotiator, and ability to communicate effectively with our

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clients, suppliers and internal teams is deemed a crucial part of the role.

- Commercial acumen – profit and value conscious.
- A deep understanding of produce, ingredients and nutrition.
- An ability to lead on health and safety, risk, food hygiene and allergen policies.
- A clear handle and passion on current and future consumer trends and the desire to attend trade shows and conferences.
- CRM experience would be advantageous.
- Support the head chef and development chef to lead a team of chefs and technicians to execute products accurately and with consistency in line with the businesses objectives.
- Assist in the launch of new menus, products and have the ability to engage with the media, clients and other stakeholders.

The Person

We are a friendly, decent bunch and we respect our people, places and planet. We want someone who has a real drive and enthusiasm for their job, as well as for their colleagues and the company. We always put the customer at the heart of our decisions, and never accept anything less than five star standards.

Salary: Dependent on experience.

Due to the nature of our business and according to the workload additional working hours may be necessary. During busy periods working hours may be varied and can occasionally include unsocial hours and weekends.

Holiday: 28 days holiday + 1 day off for your birthday.

Benefits: 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, flexible to meet the needs of each individual.

Hickory Company 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 respect 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.