

THE
FIFE ARMS

BRAEMAR

JOB DESCRIPTION

SOUS CHEF

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Role Title – How I will be known Sous Chef

Key Relationships – Who I will engage with

- I will report directly to the Executive Chef
- I will report indirectly to the General Manager
- I will be responsible for ensuring our team delivers food of the highest standards.
- I will engage with the F&B Operations and Front Office Teams
- I will work cohesively with the hotel team to achieve our shared goals.

Purpose– What I will achieve

I will play a key role in achieving the Company's goal to create the best hotel in Scotland by offering our guests unique and exceptional experiences. I will do this by exceeding our guest expectations in every aspect of their stay so that they leave us feeling enriched and engaged and hungry to participate in our ethos.

Outcomes – What success will look like for my role

1. The Kitchen Team exceeds performance targets.
2. The Fife Arms exceeds performance targets.
3. Our guest experience is consistently exceeding their expectations.
4. The financial targets for the Hotel and the Department are achieved.
5. The Fife Arms achieves national and international recognition.

Key Tasks - How I will achieve the outcomes

General

I will take responsibility for ensuring the preparation and delivery of high quality food to all F&B Operations including the pub/restaurant/room service/banqueting/cocktail bar/events catering/outside catering. This requires, with the Executive Chef:-

- Creating, developing, and maintaining an inspiring recipe book using the very best of local and national natural resources and ingredients,
- Recruiting and training and developing a great team,
- Leading, managing and coaching your team to achieve the highest standards,
- Building great relationships with the wider Hotel Team, particularly F&B and Front Office,
- Developing and implementing Standard Operating Procedures,
- Developing key relationships with suppliers,
- Being proactive in managing the kitchen budget,
- Ensuring all food, health, welfare and safety standards are applied, and
- Staff are consistently provided with high quality food and refreshments in accordance with our Staff Welfare Policy.

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Pre-Opening

- Attract, recruit and train a talented team capable of exceeding expectations.
- Contribute to the compilation of Opening Guidelines and Operating Standards & Procedures.
- Support development and implementation of all IT tools.
- Develop and implement Kitchen readiness plan for opening on time.

Open for Business

- Lead and manage kitchen team to the highest standards.
- Prepare and deliver great food to consistently exceed guest expectations.
- Ensure application of all Standard Operating Procedures.
- Work cohesively with F&B and Front Office Teams.
- Ensure the effective application of Hotel Food Hygiene, Health, Welfare and Safety Policies.
- Support the Executive Chef in managing the Kitchen budget and in general support the General Manager to achieve the Hotel financial targets.

SUMMARY OF SKILLS AND ATTRIBUTES – A TO Z – WHAT WE LOOK FOR IN YOU

General – Every Team Member

Communication Skills
Contributing to the Community
Coping Under Pressure
Enthusiastic
Interpersonal Skills
Natural flare for hospitality
Organisation Skills
Ownership and proactivity for learning and development
Personable
Positive Mental Attitude
Problem Solving
Team Player
Willingness to learn

Specific – To the Role

Sous Chef / Chef De Partie
IT Skills
International Experience
Leadership
Luxury Hotel Experience
Management Skills
Operations