

JOB DESCRIPTION

Job title: Production Sous Chef
Department: Tate Eats
Reporting to: Head Chef/Senior Sous Chef
Responsible for: Senior CDPs, CDPs, Demis & Commis

Who we are:

The Company: *Tate Eats is unique in the cultural world, a hospitality business whose purpose supports the vision and reach of Tate in all four of its galleries. All our profits are returned to Tate championing the right to the richness of art for everyone.*

Our business is multi-faceted, we run restaurants, cafés and bars while delivering a vast range of events from film premieres to boardroom lunches. We are though much more than that, we have a pioneering roastery setting the agenda on gender equality in the coffee supply chain. We brew beer, we blend gin, we create teas, we have a multi award-winning wine programme, we visit farms, we research and write menus in response to Tate's diverse programme, and we collaborate with artists and curators.



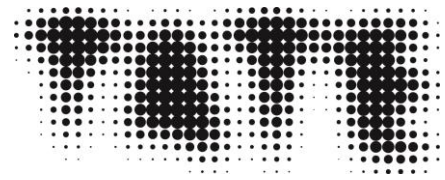
The Disability Confident Scheme

Tate is committed to the employment, retention, training and career development of disabled people. In recognition of our commitment, Tate has been awarded the Disability Confident Scheme Symbol.

Tate is proud of its commitment to diversity and inclusion which is set out in our Tate for All strategy. This strategy aims to improve diversity and inclusion at Tate through a process of organisational change and to make diversity and inclusion part of everything we do. Tate therefore expects all of its employees to actively contribute to promote diversity and inclusion as part of their role

About the role:

Responsible for supervising the kitchen effectively in the absence of the Head Chef/Senior Sous Chef or Group Senior Head Chef ensuring smooth operation of the kitchen, including assisting with ad hoc events in the Corner/Members nights and Tate Lates. They will provide support to the Head Chef and Group Senior Head Chef in achieving organisational goals and consistently deliver exceptional food quality, consistency and service.



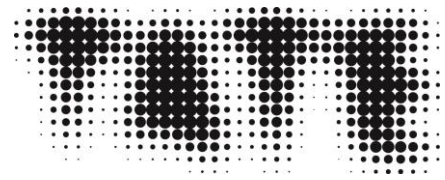
Main duties and responsibilities:

- Supervise all chef team members in the agreed standard of food service and preparation during the hours whilst you are on duty ensuring that all food production and operation adheres to the specified food cost
- Liaise and co-operate effectively with all other associated members of staff in relation to all aspects of the production and service of food.
- Supervise all staff members by checking the prepared mis en place and food stocks (including dry stores) and replenish as necessary by informing the Head chef, Sous and Chef de Parties of any relevant shortages.
- Supervise and assist all members of the kitchen staff in the preparation of all food mis en place ensuring all necessary work is completed prior to the service commencement times.
- Ensure that the food offer is always consistent and is being constantly developed to be appropriate, seasonal and ahead of our competitors.
- Follow the Tate Eats Sustainability policy when ordering and preparing food.
- Regular benchmarking against our competitors and having a great awareness of our customers' needs.
- Assist and supervise the compiling of daily and other relevant menus as and when required.
- Control wastage by maintaining the correct stock levels and rotation from dry stores and refrigeration and avoid over production of food mis en place.
- Supervise and assist in the smooth and efficient service and production of food from the department by working and liaising with other departments and dining room staff at all times
- Assist in the prevention of pilferage from the dry stores, refrigeration and other food storage areas within the department, by keeping all areas locked, and relevant keys safe where necessary.
- Make yourself aware and notify all kitchen staff of all menu changes, specialities, function menus and changes to standards prior to the commencement of service times.
- Report any problems relating to the smooth operating of staff within the sections, or of the non-co-operation from another section of the department immediately to the Group Senior Head Chef.
- Supervise the compilation of kitchen rotas and employee time sheets, organise workload distribution across sections, and ensure effective staffing, including arranging adequate cover during days off, holidays, and absences.
- Ensure changing areas are kept free from dirty uniforms in conjunction with head porters and to ensure locker key numbers are updated and policed.
- Assist in the daily procedure of receiving food and related supplies to the kitchen, rejecting and returning as and when necessary, items that are not to the specifications or ordered or are damaged.
- Ensure all work areas of the kitchen, dry stores and refrigeration are always maintained in a clean and hygienic condition and especially after your shift.



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- Remain on duty until the day's work has finished ensuring that the entire department is locked and secure.
- Ensure all opening and closing procedures are in place used and are checked.
- Chair daily morning meetings with all senior supervisory staff to brief on the day's activities, menus and events.
- Chair daily briefing sessions with the dining room staff to inform them of menus, specials, shortages and timing schedules for functions.
- Operate the pass service of food from kitchen to restaurant liaising with the dining room staff and ensuring the food is to the standard required.
- Keep up to date with all administration and develop systems that always ensure efficiency and accuracy.
- Fulfil any other tasks required by the management.

Financial & Ordering:

- Ensure all orders are placed on the Fourth Adaco system, all transfers are closed off - weekly and monthly. Stocktakes are inputted within the monthly deadlines (set by Finance Director), all recipes are accurately inputted and prices updated.
- Responsibility for the weekly order sheets working with suppliers and Sous Chefs to ensure that we are always using the best possible ingredients at the best possible prices whilst maintaining our purchasing policy detailed in our business objectives.
- Confirm with the Chef de Parties and Sous Chefs any special requirements, (including dry stores) and order accordingly as and when required due to business demands.
- Responsible for managing the control of the food costs within budgets and keeping adequate stock levels of food and supplies.
- Effectively cost all menu items and follow all recipes to achieve a high quality of food and to be cost effective.
- Aware of the required food cost percentage as set down in the budget and to assist in supervising and running of the department within these guidelines at all times.
- Manage the wage costs of the kitchen team, including managing their holiday dates and rota days off, ensuring that the staffing rota meets the operational needs of the business within the staffing budget.
- Responsible for managing the costs of all non-consumable items purchased by the stores.
- Provide monthly reports of all costs as a percentage of sales in order to monitor and reduce these costs in line with budget. This includes all maintenance of the equipment and pest control.

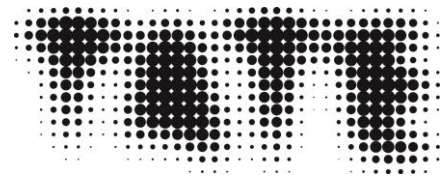
Health & Safety:

- Ensure all relevant food controls and correct temperatures are logged and adhered to at all times including all Health marks are collected and allocated to correct administration file.
- Promote the safe use of the kitchen, its equipment and the building under the Health and Safety at work acts, hygiene procedures and any other regulations.



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- Ensure all accidents and any defects of the kitchen equipment are recorded and acted upon appropriately.
- Ensure all food stuff are dated and labelled at all times.
- Ensure all HACCPs procedures are followed.
- Ensure allergen information is being recorded and communicated accurately on a daily basis.

People Management

- Manage and lead the chef team, ensuring they understand their tasks, receive relevant training, and are equipped to complete their duties without disrupting operations.
- Oversee performance, punctuality, and development reviews, handle recruitment in line with company procedures, and ensure fair and transparent disciplinary actions when necessary.
- Foster a professional and positive work environment, encouraging the team to uphold the reputation of Tate, while actively promoting diversity and inclusion as part of the company's commitment to its "Tate for All" strategy.
- Supervise the training and induction of new staff.

The New EU regulations on Food Allergens means that Tate Eats has a legal responsibility to provide the correct allergen information within the ingredients that is in the food we make for Tate customers. You are required by law to be aware of all the daily allergen information, given to your Manager by the Executive Chef and Group Senior Head Chef and communicate this to customers, upon request.

Who you are:

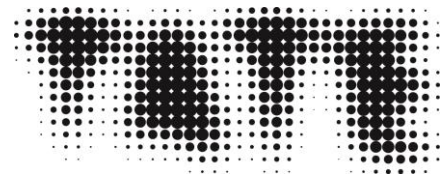
Essential:

- Significant experience in a catering or kitchen environment as a Sous Chef.
- Comfortable with working at pace in a pressured kitchen, whilst maintaining high standards
- Possess a wide array of recipes and have experience of Contemporary British menus
- Excellent knowledge of food and current trends and a passion for developing the offer
- Excellent knowledge of and commitment to health & safety, allergens and food hygiene regulations and policies
- Excellent communication skills, demonstrating the ability to communicate effectively and positively with all colleagues, suppliers and with a diverse customer base
- Demonstrable ability to manage performance, deliver training, motivate and develop a cohesive team.
- Experience of creating a working environment that encourages equality, diversity and inclusion and the ability to create an inclusive, respectful culture within a team.
- Ability to work collaboratively within a diverse team and treat all colleagues with dignity and respect



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- A positive role model and team member, conveying a professional attitude and appearance at all times.
- Effective time management skills, ability to multi-task well, and adaptability to changing conditions of the business.
- A high level of commercial acumen and experience of managing costs, with previous responsibility for ordering, stocktaking and wages.
- Working knowledge of Microsoft Office including Word, Excel and Outlook
- Demonstrate a flexible, pro-active approach and willingness to work when and as required by the operational demands of the business
- Has an interest in the aims, services and products of Tate Eats and is passionate about their own contribution to Tate

Desirable:

- Food Safety Level 3 certificate or above
- Experience of working with Adaco or a similar costing system.
- Experience of visitor attractions and/or cultural organisations.

Why join us?

We know that great people make a great business, so here's what we offer in return:

Work-Life Balance & Benefits:

- Tate Day – a paid day off on Christmas Eve in addition to annual leave entitlement
- Free staff meals when working shifts over 6 hours.
- Cycle-to-work scheme – save money and spread the cost of a new bike.
- Quarterly performance awards – recognising outstanding contributions.

Financial Benefits:

- Management bonus scheme – a potential bonus of 10% of your basic pay, per annum based on business performance.
- Your Benefits – Access to a huge range of discounts at shops and websites through the online platform and on the Smart Spending App.
- SmartTech & SmartFit schemes – get the latest tech or discounted gym memberships through Your Benefits and spread payments through your salary.
- Medicash health plan – covering optical, dental, physiotherapy, and more.
- Tate discounts – discounts in all retail outlets, online shop and catering outlets.
- Recruitment reward scheme – a reward payment for successfully introducing a new employee to the organisation.

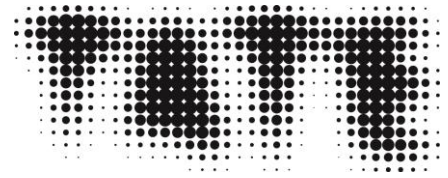
Wellbeing & Development:

- Blended working policy – a flexible approach to onsite and remote working.
- Additional leave purchase scheme - Purchase up to an additional 2 weeks' annual leave and split the cost over the year.



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- Mental health support – EAP helpline providing access to 24-hour counselling, support and guidance over the phone and access to trained Mental Health First Aiders.
- Company-funded qualifications and training courses.
- Supplier & producer trips – learn more about the food and drink we serve from the people who make it.

Culture & Access:

- Free entry to Tate exhibitions – for you and up to 5 guests or complementary tickets for up to 6 friends and/or family members.
- Exclusive industry perks – through CODE Membership, NMDC access to national museums with your Tate pass and access to ICOM cards enabling free access to international museums and galleries.
- Tate Boat access – free travel between London sites during office hours.



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