



Job Description

Role	Sous Chef
Responsible to	Head Chef
Other Benefits	<ul style="list-style-type: none"> ● Pension ● 35 days annual leave inclusive of all public holidays ● Flexible Working Hours Working in values led working environment
Hours per week	37.5 per week
Work base	River Garden Auchincruive (RGA)

Role Overview

There is an expectation that the café will provide a professionally run, warm and friendly destination, drawing many visitors to River Garden Auchincruive.

Works alongside head chef to manage daily kitchen activities, including overseeing staff, aiding with menu preparation, ensuring food quality and freshness, and monitoring ordering and stocking. Provides meal quality and consistency by following designated recipes. To ensure success you will ensure your team delivers high-quality, cost-effective dishes promptly. Top candidates are creative, service-oriented, and level-headed.

Your Skills, Knowledge and Abilities

- A good appreciation for coffee and specialty drinks
- Proficient in the preparation of specialty coffees and drinks
- Great customer service skills and knowledge
- Excellent communication and interpersonal skills
- Proficient level of literacy and numeracy
- Excellent listening skills
- Knowledge of basic safety at work and hygiene procedures

Personal and Professional Attributes

- A happy and friendly personality
- A positive and approachable manner
- Team Player qualities
- A can-do attitude
- Passionate about product quality
- Adaptable to change and willing to embrace new ideas and processes

Key Accountabilities

- Leads kitchen team in chef's absence
- Provides guidance to junior kitchen staff members, including, but not limited, to line cooking, food preparation, and dish plating
- Oversees and organises kitchen stock and ingredients
- Ensures a first-in, first-out food rotation system and verifies all food products are properly dated and organised for quality assurance
- Keeps cooking stations stocked, especially before and during prime operation hours
- Hires and trains new kitchen employees to restaurant and kitchen standards
- Manages food and product ordering by keeping detailed records and minimises waste, plus works with existing systems to improve waste reduction and manage budgetary concerns
- Supervises all food preparation and presentation to ensure quality and restaurant standards
- Works with head chef to maintain kitchen organisation, staff ability, and training opportunities • Verifies that food storage units all meet standards and are consistently well-managed
- Assists head chef with menu creation
- Coordinates with restaurant management team on supply ordering, budget, and kitchen efficiency and staffing

Key Support Tasks

- To have an understanding of the work and ethos of the River Garden Community
- To work co-operatively as part of the larger RGA team
- To have or acquire knowledge or an interest in working with artisan, specialty and organic foods
- To Demonstrate patience, respect, and openness in all dealings with customers and colleagues
- To be thorough and show good attention to detail, maintaining high standards of work
- To be able to engage fully and cope with the challenges and pressures of a demanding and diverse work environment
- To be comfortable working alongside people of varying abilities, including people with learning disabilities
- To be flexible in working hours to support the overall requirements of the Rota
- To have a basic understanding of, and competence with, computers and IT systems



Job Description

	Security and Safety
•	Maintain resident's confidentiality
•	To respect and work to the standards of Health and Safety, Food Handling, Hand Hygiene as laid out in the quality control policies of RGA be they written in policy or through verbal instruction
	Public Engagement and Advocacy
•	Support the volunteers work
	Other Duties
•	Carry out other duties, commensurate with role as may be required from time to time.
	Professional Development
•	River Garden Auchincruive Community recognises the need for on-going training and development and will, wherever possible, support appropriate activities that you might wish to undertake from time to time in this respect.
•	Review and appraisal will be carried out by senior staff during your employment
•	Opportunity for role development will be identified and offered, including specialist training, some of which may be mandatory.

IFDAS is a registered Scottish Charitable Incorporated Organisation SC044032 VAT number: 284 4476 71
Registered Office: River Garden Auchincruive, The Bothy Office, Auchincruive, Ayr, KA6 5AE