



Job Title	Butcher
Department	Butchery
Approximate department size	9 (across Farm Shop Butchery and Avalon Butchery)
Reports to	Farm Shop Senior Butcher or Avalon Senior Butcher, depending on rota
Direct Reports	Butchery Operative (at whichever site the Butcher is allocated to that week)
Working hours and pattern	40 hours per week (5 days), including weekend cover as the trading rota requires. Site allocation (Farm Shop or Avalon) is set weekly according to business demand.
Will this role qualify for tronc or bonus?	Quarterly performance bonus

Purpose of this role

The Butcher is a single, skilled hands-on role covering both sites of the department: the Farm Shop Butchery (retail counter service and e-commerce order fulfilment) and Avalon Butchery (whole carcass and processed meat production; bacon, sausages, burgers and charcuterie). There are 2–3 Butchers in the team, and each is allocated to a site according to business demand, rather than being fixed to one function.

Wherever they are allocated, Butchers carry out the same core responsibilities described below, applied to that site's activity. This gives the department flexibility to move skilled hands to wherever demand is highest, while every Butcher maintains the full range of skills needed across retail, e-commerce and processed meat production.

Weekly allocation is set by the Butchery Operations Manager together with the two Senior Butchers, who each line-manage the Butcher(s) working their site that week.

Responsibilities

Farm Shop — Retail Counter (when allocated to Farm Shop)

- Cut, prepare and serve meat to walk-in customers, offering advice on cuts, cooking and provenance.
- Maintain the retail display and par stock to the standard expected of the counter.

Farm Shop — E-Commerce Fulfilment (when allocated to Farm Shop)

- Prepare e-commerce orders from the short order sheet, using quieter retail periods to complete bulk preparation up to three days ahead of dispatch.
- Complete final adjustments and packing within 24 hours of dispatch, ensuring products meet the delivery-day+4 shelf-life guarantee.
- Pack and label orders ready for the Hadsden-to-e-commerce delivery run.

Avalon — Processed Meat Production (when allocated to Avalon)

- Produce bacon, sausages, burgers and charcuterie to specification, including curing, smoking, fermenting, forming and cooking as appropriate to each product.
- Maintain consistent quality, flavour, texture and yield across processed meat lines.
- Work to the production schedule and carcass plan, and support charcuterie batch planning as required.

Stock (both sites)

- Receive and check in deliveries including from Blackmore Vale at the Farm Shop — against specification.
- Rotate stock and maintain correct par or ingredient levels for the site and channel being served that week.

Quality & Compliance (both sites)



- Follow HACCP, hygiene and traceability procedures at whichever site is allocated, recording through Mango as required. - Follow recipes, specifications and yields set out in Recipe Professor.
People Guide and check the work of the Butchery Operative at the site allocated that week, escalating any issues to the relevant Senior Butcher.
Characteristics needed for this role - Genuine pride in the craft of butchery, across both retail and processed meat production. - Versatile and comfortable moving between sites and channels at short notice. - Confident and personable with retail customers; equally comfortable in a production-focused environment. - Reliable and accurate when working to a schedule under time pressure. - Good team player.
Skills and experience needed for this role - Proven butchery skills (cutting, boning, preparation) across whole-carcass and retail cuts. - Working knowledge of processed meat production (bacon, sausage, burger and/or charcuterie), including curing, smoking or fermenting. - Experience of retail customer service. - Ability to work accurately to a schedule, order sheet or production plan. - Understanding of food safety and HACCP.
Skills and experience desired for this role - Experience of e-commerce or mail-order fulfilment. - Experience in artisan or farm-based charcuterie or processed meat production. - Exposure to Mango, Recipe Professor or FSA/SALSA-aligned operations.
Qualifications needed for this role Food safety qualifications confirmed and, where needed, completed through The Newt Academy training.
Qualifications desired for this role None specified.
What systems will be used in this role? - Mango - Recipe Professor - Short order sheet
Department Description The Newt Butchery transforms estate-reared livestock into premium, provenance-led products for Retail, Hospitality, E-commerce and Wholesale channels. The department operates across two sites: the Farm Shop Butchery at Hadspen, a single counter serving both retail walk-in customers and e-commerce fulfilment, and Avalon Butchery, dedicated to processed meat production; bacon, sausages, burgers and charcuterie.