



Job Title	Junior Sous Chef
Department	Visitor Attraction Kitchen
Approximate Department Size	15
Reports to	Executive Head Chef
Direct Reports	NA
Working hours and pattern	Normal times 8am – 5:30pm 45 Hours per week split over 5 days, including weekends and bank holidays. Ad hoc evening.
Will this role qualify for tronc or bonus?	Tronc

Purpose of this role
To produce high-quality, seasonal dishes across multiple food & beverage outlets within The Newt's Visitor Attraction, supporting menu development and daily operations while upholding exemplary standards of food safety, consistency, and guest experience. The role contributes to a diverse offer ranging from pastries and salads to Roman-inspired street food, aligned to produce grown on the estate.
Responsibilities
<p>Culinary Production & Standards</p> <ul style="list-style-type: none"> • Prepare and deliver high-quality dishes appropriate to each outlet; uphold The Newt's culinary style and ethos at all times. • Maintain food hygiene and kitchen cleanliness to the highest standards, complying with all procedures and audits. <p>Menu Development</p> <ul style="list-style-type: none"> • Contribute creatively to seasonal menu development, drawing inspiration from estate-grown produce and adapting offers per venue. <p>Operational Leadership</p> <ul style="list-style-type: none"> • Lead sections and run the kitchen/venue in the Senior Sous Chef's absence to ensure smooth service and consistent quality. <p>People & Culture</p> <ul style="list-style-type: none"> • Support the Executive Head Chef with team development; guide and develop junior chefs, modelling professional standards. <p>Stakeholder & Brand Representation</p> <ul style="list-style-type: none"> • Manage up and down to maintain superb product quality and protect the Visitor Attraction's reputation; represent the company impeccably. <p>Collaboration</p> <ul style="list-style-type: none"> • Work as an integral member of the wider estate culinary team, contributing to The Newt's evolving culinary landscape.



Characteristics needed for this role
<ul style="list-style-type: none"> • Calm under pressure, able to work efficiently in front of guests. • Confident communicator, team-oriented. • Excellent attention to detail and time management. • Self-motivated, reliable, and consistent.
Characteristics desired for this role
<ul style="list-style-type: none"> • Passionate about luxury hospitality and delivering memorable guest experiences. • Creative flair with food presentation and menu ideas.
Skills and experience needed for this role
<ul style="list-style-type: none"> • Proven experience as a Junior Sous Chef or strong Chef de Partie in a quality-driven, high volume, seasonal kitchen. • Strong leadership and section management skills. • Knowledge of HACCP, allergens, and kitchen safety standards.
Skills and experience desired for this role
<ul style="list-style-type: none"> • Experience working in an open-kitchen environment with direct guest interaction. • Background in multi-outlet or destination hospitality settings
Qualifications needed for this role
<ul style="list-style-type: none"> • Food Safety Level 2 (minimum). • Allergen awareness training (or willingness to complete).
Qualifications desired for this role
<ul style="list-style-type: none"> • Advanced Food Safety (Level 3). • Health & Safety certification relevant to kitchens.
What systems will be used in this role?
<ul style="list-style-type: none"> • HACCP and Food Safety record-keeping systems. • Health & Safety reporting systems.
Department Description
<p>The Visitor Attraction Kitchen produces delicious pastries, fresh salads and warming braises for the Cyder Bar – the first F&B offering for our guests and members in the gardens. The Kitchen is also the backbone of our Estate Events. With a full year’s worth of events planned out, such as Apple Day and our Summer Socials series, our visitors can dine al-fresco with delicious BBQ’d meat and veg fresh from the Estate.</p>