



Job Title	Baker
Department	Bakery
Department Size	Production
Reports to	Head of Bakery
Direct Reports	NA
Working hours and pattern	40 hours/ 4-4:30am – 12:30-1pm
Location of role	Avalon Farm
Will this role qualify for tronc or bonus?	Yes, bonus based on Team KPI's

Purpose of this role

This role is focused on producing high-quality baked goods as part of our daily bakery operations. The successful candidate will use their skills and experience to prepare sourdough, viennoiseries, and other baked items to a consistently high standard. While the role doesn't involve formal leadership, it requires someone who can work independently, follow processes accurately, and support the smooth running of the bakery team.

Responsibilities

- Prepare and bake a range of sourdough breads, viennoiseries, laminated pastries, and enriched doughs using traditional and modern methods.
- Manage fermentation processes to achieve ideal flavour, structure, and consistency.
- Maintain a clean, organised, and food-safe working environment at all times.
- Follow daily production plans to ensure consistency, timeliness, and quality.
- Collect and prepare ingredients as required, assisting with stock control when needed.
- Conduct quality checks throughout the production process to uphold product standards.
- Communicate effectively with the rest of the bakery and the wider team across the estate.

Characteristics needed for this role

- Passionate about baking and committed to craftsmanship.
- High attention to detail and product consistency
- Reliable and proactive with a strong work ethic
- Calm and focused under pressure
- Open to learning and continuous improvement



<ul style="list-style-type: none"> • Collaborative with good communication skills • Receptive to feedback and dedicated to maintaining high standards
Skills and experience needed for this role
<ul style="list-style-type: none"> • Strong artisanal baking experience, particularly in sourdough, lamination, and enriched doughs • Familiarity with slow fermentation techniques and high-hydration dough handling • Experience working in a fast-paced production environment • Solid knowledge of food safety, hygiene, and HACCP practices • Comfortable with early starts, weekend work, and public holidays • Good time management and ability to work independently and as part of a team
Skills and experience desired for this role
<ul style="list-style-type: none"> • Strong artisanal baking experience, particularly in sourdough, lamination, and enriched doughs, as well as tarts, cakes, biscuits, etc. • Familiarity with slow fermentation techniques and high-hydration dough handling • Experience working in a fast-paced production environment • Solid knowledge of food safety, hygiene, and HACCP practices • Comfortable with early starts, weekend work, and public holidays • Good time management and ability to work independently and as part of a team.
Qualifications needed for this role
<ul style="list-style-type: none"> • Level 2 or 3 Food Hygiene Certificate • Valid UK driving license (due to estate location)
Qualifications desired for this role
<ul style="list-style-type: none"> • Formal training or proven experience in professional bakery or patisserie • HACCP Level 3 or above • First Aid Certificate • Health & Safety training (COSHH, manual handling, etc.)
Department Description
<p>We are an established bakery driven by a deep passion for crafting outstanding artisanal baked goods. Our dedicated team of bakers takes pride in producing exceptional sourdough and slow-fermented breads, viennoiseries, cakes, tarts, and other staples—always with care,</p>



precision, and purpose. We use only the finest ingredients, including Wildfarmed flour, and source locally whenever possible to ensure freshness, sustainability, and superior quality.

Our product range is continually evolving through both **Existing Food Development (EPD)** and **New Product Development (NPD)**. We follow a structured NPD process to ensure that every new product meets our standards for quality, consistency, and innovation. At the same time, EPD allows us to refine and improve our existing range—responding to feedback, seasonality, and operational insights while maintaining the integrity of our core offering.

Our newly built, state-of-the-art bakery has been designed to support craft at the highest level. It's a space where skilled bakers can thrive—equipped with the tools, processes, and mindset needed to pursue excellence in every bake. Together, we are united by a shared goal: to produce some of the best sourdough and bakery products in the country.

We foster a culture of openness, curiosity, and continuous improvement. Through structured internal training, external courses, food safaris, and staging opportunities with other leading bakeries, we invest in the development of our people—believing that growth, learning, and collaboration are at the heart of great baking.