



Job Title	Senior Baker
Department	Bakery
Department Size	Approx 15 people
Reports to	Head of Bakery
Direct Reports	NA
Working hours and pattern	40 hours over 5 days/ 4-4:30am – 12:30-1pm. Regular weekends.
Location of role	Avalon Farm
Will this role qualify for tronc or bonus?	Yes, bonus based on Team KPI's

Purpose of this role
<p>Our Senior Bakers contribute both to the production elements of the bakery and the leadership of it, ensuring operational efficiency and maintaining high-quality standards.</p> <p>This role is central to maintaining the high standards of our products, while also supporting the coordination of daily operations to ensure consistency, efficiency, and quality across the bakery.</p>
Responsibilities
<ul style="list-style-type: none"> • 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 • Supervise daily production activities to ensure smooth workflow and timely output • Support and guide junior bakers, sharing knowledge and fostering a collaborative, efficient environment • Oversee ingredient collection, daily mise en place, and stock monitoring • Ensure high standards of cleanliness, organisation, and food safety in the bakery • Conduct regular quality control checks to maintain consistency and excellence • Ensure compliance with all food hygiene and HACCP requirements • Communicate effectively with management and the wider estate team
Characteristics needed for this role
<ul style="list-style-type: none"> • Passionate about baking and committed to artisanal quality



<ul style="list-style-type: none"> • Strong leadership skills and a proactive, hands-on approach • Calm and solution-focused under pressure • High attention to detail and pride in consistency • Reliable, responsible, and organised • Collaborative with strong communication skills • Open to feedback and dedicated to continuous improvement
Skills and experience needed for this role
<ul style="list-style-type: none"> • 4–5+ years of professional bakery experience, including time in a senior or supervisory role • Experience with high-hydration sourdough • Expertise in sourdough, lamination, slow fermentation, and enriched doughs • Familiarity with Wildfarmed flour or a willingness to learn regenerative flour baking • Experience managing bakery workflows and supporting a team • Strong knowledge of food safety, hygiene, and HACCP practices • Comfortable with early starts, weekend work, and public holidays • Excellent time management and ability to take initiative
Skills and experience desired for this role
<ul style="list-style-type: none"> • Experience producing a wider range of bakery goods (e.g. cakes, tarts, biscuits) • Exposure to bakery stock control and production planning • Familiarity with modern bakery equipment and maintenance • Experience delivering in-house training or mentorship • Involvement in recipe development.
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



- 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

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, 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.