

APPLICATION PACK – HEAD CHEF

We are currently recruiting for a **Head Chef** to join us in spring 2024. They will be the driving force in our kitchen. The kitchen serves both the basement **Bar & Kitchen** as well as other venues such as our outdoor **Court in the Square** and pop-up bars throughout the building.

Thank you for your interest in this role. You will find information about the Royal Court and the role in the following pages, along with details of how to apply. Please read this information before you submit your application.

ABOUT THE ROYAL COURT

The Royal Court Theatre is the writers' theatre; it is the leading force in world theatre for vigorously cultivating writers - undiscovered, new, and established. Through the writers we are at the forefront of creating restless, alert, provocative theatre about now. The uniqueness of our environment enables writers to ask questions we don't yet know need to be asked in ways we cannot yet imagine, inspiring audiences and influencing future writers. Through the writers we strive to constantly reinvent the theatre ecology. We seek to find, cultivate, and create tomorrow's major writers and the classic plays of the future.

We seek stories from everywhere and create theatre for everyone, and we see our audience as one of our chief collaborators. We invite and enable conversation and debate, allowing our writers and their ideas to reach and resonate beyond the stage, and the public to share in the thinking. The Royal Court is the home of the English Stage Company Limited (ESC) and is the UK's leading theatre dedicated to new writing. Up to 16 plays a year are staged between two theatre spaces (the Jerwood Theatre Downstairs and the Jerwood Theatre Upstairs) at the Royal Court's home on Sloane Square. Over 120,000 people visit the Royal Court every year and many more see our work offsite, online, in the West End, globally and on tour. Our unique sector-leading activity is the play development work, which takes place year-round including an ongoing programme of Writers Groups for around 100 writers a year.

The Royal Court is committed to fostering an inclusive, socially just culture in which everyone feels they belong. We are an equal opportunities and disability confident employer. We seek a representative workforce for our city and we warmly welcome and commit to interview applicants with protected characteristics who meet the essential criteria for this role.

We are on a journey to become a Zero Harm organization, where everyone who engages with us can work free from discrimination. This work is live and ongoing and fully integrated across our organization and all areas of our work.

VALUES

ACUTE + RESTLESS

We're driven by the need to unsettle pre-conceived ideas of theatre, applying intuition and acute intelligence to every script. We involve our audience in questions about what theatre could be and how it shapes our world. We want to make theatre history now.

THINKING + DEMOCRACY

We're unflinching in our intellectual bite and the stringency of our thinking.

We want to shatter the illusion that ideas are for the few, throwing open the best thinking and critical debate to a broad audience.

EMPATHY + DISRUPTION

We can't act alone. Together, we listen, respond and adapt, offering a sustaining and vital playground for experiment and ideas. We're bold and flexible, embracing positive disruption and the unpredictable.

ABOUT THE BAR & KITCHEN AND COURT IN THE SQUARE

We've been operating our catering facility in-house since 2006 and our Bar & Kitchen creates a welcoming and inspiring environment with a style and ethos which reflects the work we put on our stages. As an extension of the theatre itself we are conscious that the Bar & Kitchen upholds the Royal Court's values of creativity, dynamism and diversity. We operate our commercial subsidiary as a sustainable business.

In 2020 we first opened Court in the Square, which has grown into a successful and busy outdoor venue that's open from May until September every year. We now operate both the Bar & Kitchen and Court in the Square as destination venues.

Our catering outlets serve both our audiences and those who are not visiting the theatre to great success. Offering expertly crafted cocktails alongside an extensive selection of craft gins, beers, wine and soft drinks. Our kitchen serves a great selection of small plates, sharing boards and salads with lots of vegetarian and vegan options.

Alongside our day-to-day operation we deliver bespoke events from intimate dinners on stage to large canapes receptions. We deliver a host of events in spaces throughout our building.

There is a core management team of Head of Operations and Sustainability, Bar and Restaurant Manager, Head Chef, Bar & Floor Supervisors, and casual bar, floor and kitchen staff.

All profits from our catering operation go directly to supporting the work of the Royal Court Theatre, cultivating and supporting writers – undiscovered, emerging and established.

ABOUT THIS ROLE

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| Job Title: | HEAD CHEF |
| Line Manager: | Head of Operations and Sustainability |
| Direct Reports: | Chef de Partie, Commis Chefs |
| Duration: | Permanent |

MAIN PURPOSE

Run the kitchen on a day-to-day basis working closely with the kitchen team and the Bar and Restaurant Manager, Bar & Floor Supervisors and Head of Operations and Sustainability. You will lead and motivate the team to ensure the kitchen always runs smoothly. We have a small team and the Head Chef will need to have a hands on role in the kitchen during prep and service. You will oversee ordering, stock control, planning and food safety management. Together with your colleagues you will develop an exciting and sustainable restaurant menu.

This role is perfect for a passionate sous chef looking for progress. We're currently restructuring our food offer and kitchen team and there is plenty of scope to shape the kitchen and food offer.

KEY TASKS

- Ensure consistency of produce throughout the kitchen
- Supervise service ensuring presentation of food is compliant with restaurant standards
- Work with the team on menu engineering and possess an in-depth knowledge of the full menu
- Support the management team to ensure targets are met with labour and food costs
- Comply with and be responsible for HACCP, COSHH and Food Safety standards.
- Support the Commis Chefs on their journey in hospitality
- Deliver catering for functions and hires
- Communicate clearly, effectively and concisely
- Adhere to and assist with stock control procedures, do monthly stock takes
- Attend all scheduled training sessions
- To carry out any other duties required by the theatre and ESC Catering in pursuance of the above objectives

GENERAL

- Respond to all email and telephone correspondence, both internal and external, promptly and appropriately.
- Attend the theatre's fortnightly staff meeting, a regular Bar & Kitchen meeting, weekly frontline meeting and any other meetings as required.
- Contribute to the Royal Court's active and developing access policy through appropriate understanding of the needs of all visitors including those with disabilities.
- Play an active part in development, promotion and implementation of all company policies including anti-racism, anti-oppression, representation, access, environmental sustainability and health and safety, and ensure the Bar and Kitchen team adhere to these policies.

This job description is a guide to the nature of the work required by the Head Chef, the post holder may be required to undertake other duties appropriate to the nature of the post as agreed with the Head of Operations and Sustainability.

PERSON SPECIFICATION

- Previous experience in a similar role is desirable
- Demonstrate excellent communication and leadership skills
- Be able to work effectively as part of a team whilst undertaking a leadership role
- Identify ways to improve profitability
- Be able to demonstrate an up to date and in depth understanding of the industry
- Continually strive to achieve personal goals and objectives
- Lead by example and offer clear direction to the team
- Be uncompromising in achieving standards
- Build effective and constructive relationships
- Have a passion for food
- Be comfortable cooking a variety of diets including vegan and vegetarian
- Passionate about sustainable cooking and healthy food
- Ability to use your initiative and prioritise tasks and work well under pressure
- A Food safety and Hygiene qualification is desirable, further training is available
- We invite those looking to progress in the industry as well as those with previous experience to apply for this role

TERMS & CONDITIONS

Title of post: Head Chef

Hours: 45 hours per week, including evenings and regular week ends.

Contract: Full Time, permanent.

Salary: £38,000 per annum plus a share of service charge that is paid to the team.

Holiday: 25 days per year, plus 8 days for statutory holidays.

Notice period: 2 months

Pension: ESC Catering Ltd operates a workplace pension scheme under the auto-enrolment rules set out by the Pensions Regulator. We have chosen The People's Pension, operated by B&CE, to meet these legal obligations. We will write to you within the first month of you joining to explain what your options are and how auto enrolment works.

OTHER BENEFITS

- Complimentary tickets for selected performances, subject to availability and the Royal Court's staff ticket policy.
- Discount on meals and drinks across our catering outlets, subject to discount policy.
- Discount on purchases in the theatre's Bookshop, subject to discount policy.
- Staff social events
- Wellbeing support with staff counselling service.
- Interest free travel season ticket loan.
- Cycle to work scheme

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