

Job Description: Development Chef



Function:	Schools & Universities
Position:	Exec Development Chef (Above Unit)
Job holder:	
Date (in job since):	
Immediate manager (N+1 Job title and name):	David Mulcahy, Food Innovation & Sustainability Director - Marketing
Additional reporting line to:	Amanda Vettese , Senior Account Manager
Position location:	Scotland

1. Purpose of the Job – State concisely the aim of the job.

- **A highly experienced, technically skilled Development Chef to lead innovation, drive food quality standards for market leading results**
- **Passionate about food & people development - ability to work on own initiative with strong leadership qualities**
- *Support the School & University Segment to deliver agreed food strategy. Ensure robust food standards are met in conjunction with segment and client expectations*
- *Deliver to school standards on food policies and legislation and to act as subject matter expert ensuring adherence to these standards at all times.*
- *Support co-design, development and deployment of food offers to agreed briefs and agreed formats to support the Food Management System.*
- *Co-develop and deliver agreed training programmes to ensure standards are met and guidance is followed – service excellence.*
- *Engage with all stakeholders – S&U marketing, Food Platform, HSEQ, L&D, Food and Retail team, Supply Management, Dietetics, Senior Account Managers to deliver to expected standards.*
- *Continuous development of innovative food presentations - support sales, client, careers, student and ad hoc presentations*
- *Responsible in supporting local teams - new offer deployment & mobilisations through leadership and planned team meetings*
- *Act as lead chef expert on offer refresh against agreed plan to measurable outcomes*
- *Act as guide to relief chef teams to ensure consistency of message, standards and onsite delivery*
- *Actively support onsite teams on agreed projects, pilot initiatives and added value projects with pan segment benefits*
- *Mentor to drive engagement with Chefs teams - create a recognised successful award-winning Schools team.*
- *Deliver agreed professional family initiatives – focus on sustainability*
- *Take active role as a lead chef segment within all agreed projects to support the building of the Sodexo S&U Chef Academy*
- *Expert support to lead on key events throughout the year – Special and VIP events (summer balls etc), conferences*
- *Working with external consultant chefs, professional bodies, industry experts on key initiatives*

2. Dimensions – Point out the main figures / indicators to give some insight on the “volumes” managed by the position and/or the activity of the Department.

Revenue FY	€tbc	EBIT growth:	tbc	Growth type:	n/a	Outsourcing rate:	n/a	Region	Workforce	tbc
		EBIT margin:	tbc							
		Net income growth:	tbc			Outsourcing growth rate:	n/a	HR in Region		tbc
		Cash conversion:	tbc							
Characteristics ■ Add point										

3. Organisation chart – Indicate schematically the position of the job within the organisation. It is sufficient to indicate one hierarchical level above (including possible functional boss) and, if applicable, one below the position. In the horizontal direction, the other jobs reporting to the same superior should be indicated.

4. Context and main issues – Describe the most difficult types of problems the jobholder has to face (internal or external to Sodexo) and/or the

- Active involvement in menu co-design across S&U segment - Scotland
- Successful deployment of agreed food offers to agreed standards
- Lead delivery of agreed training programme modules to agreed standard
- Innovation and high-level food offer delivery and design that is on trend and in line with client base
- Delivery of a consistent level of service, within the Company's standards, to the contract specification, service offer and agreed performance, qualitative and financial targets
- Compliance to company and statutory regulations relating to safe systems of work, health and safety, hygiene, cleanliness, fire and COSHH
- Client retention and satisfaction
-

People Management regulations, guidelines, practices that are to be adhered to.

- Coaching and development of teams
- Supporting Professional Family Craft Forum to share best practice and innovation
- Support key relationships with Sodexo Schools and wider chef professional family

5. Main assignments – Indicate the main activities / duties to be conducted in the job.

- key strategic objective for Schools & Universities to develop food offer
- Specifically lead the work on the food offer/concept and building Sodexo's reputation around the ability to deliver the excellent catering solutions within our segment.

6. Accountabilities – Give the 3 to 5 key outputs of the position vis-à-vis the organization; they should focus on end results, not duties or activities.

- Overall responsibility to work within agreed budget / financial performance
- Compliance to all Food Safety and Health & Safety regulations and Company Requirements
- Deployment and delivery of food innovation and concept delivery
- Engagement and coaching of teams around the business to elevate and innovate the food service delivery.
- Support and delivery of growth and new business

7. Person Specification – Indicate the skills, knowledge and experience that the job holder should require to conduct the role effectively

- Multi-site experience at Executive Chef level as minimum – various sector experience is an advantage
- A passionate, energetic individual who loves cooking and loves delivering seasonal, tasty, on trend food
- Proven and extensive knowledge and experience of the premium restaurant sector and / or contract catering
- UK experience and market understanding is a must
- Multi concept / multi cuisine experience and an in depth knowledge of food
- Excellent financial aptitude
- Knowledge of recipe management system (ROL, Drive, Saffron) or similar systems
- Proven track record in creating and deploying successful food initiatives
- Ambassador for food safety and health and safety
- Occasional flexible to travel within UK - roles may require some geographical preference and home working also
- The overall package is based on agreed terms and factoring experience and will consist of a competitive basic plus benefits.
- This role is suited to Existing Development, Head of food, Group Executive Chef, Senior Development Chef, looking for a new and exciting change.

8. Competencies – Indicate which of the Sodexo core competencies and any professional competencies that the role requires

▪ Growth, Client & Customer Satisfaction / Quality of Services provided	▪ Leadership & People Management
▪ Rigorous management of results	▪ Innovation and Change
▪ Brand Notoriety	▪ Business Consulting
▪ Commercial Awareness	▪ HR Service Delivery
▪ Employee Engagement	
▪ Learning & Development	