



THE OLD RECTORY

Hotel & Spa

ESTD. 1777

JOB DESCRIPTION

HEAD CHEF

Plettenberg Bay

WE BELIEVE IN

Celebrating differences, nurturing individuality and cultivating gratitude. The thrill of discovery. Listening with curiosity and acting with integrity. Slowing down, being intentional and taking care of each other and the planet. The power of kindness, both outwards and inwards. Experiences that shape new ways of thinking and provide freedom from the norm. Having a light touch and a whole heart. Making our work matter.

OUR CULTURE

At the heart of our business is our Rare Earth family – the team of people who work tirelessly to make our guests feel welcome; people with passion, intention and humility; people who are curious about the world and are committed to caring for it; and people with the confidence and experience to always be their most authentic selves.

Together, our Rare Earth family provide the solid foundation for the achievement of our vision, which is to be one of Africa's most well-loved boutique hospitality brands, creating experiences that are unexpected, meaningful and considered for our guests.

OUR VALUES

Creativity – open-minded thinking

Generosity – of spirit, of time, of thought, of knowledge

Individuality – the courage to be unashamedly ourselves and embrace that in others

Fairness – a measured approach that does not discriminate

Humility – being respectful, placing ego aside and championing equality

Curiosity – a desire to learn more about people and the world

Ownership – taking responsibility for your ideas and your role

Family – engendering a sense of belonging among both staff and guests

Sincerity – operating with honesty and a lack of pretence

Kindness – warmth, goodwill and assuming the best in others

JOB SPECIFICATION

As the Head Chef, you will oversee all kitchen operations at The Old Rectory Hotel & Spa to ensure that the department is always striving to exceed our guests expectations. The restaurant caters to our in-house guests and is open to the public. It is the responsibility of the Head Chef to ensure that the product is of highest possible quality with regards to preparations, presentations and menu selection whilst ensuring a profitable outcome. Effectively lead and develop a team who will continually strive to be the best whilst maintaining consistent offerings. You will report into the Group Executive Chef or appointee and General Manager. Working in collaboration with our brand and food identity is essential. Our food philosophy is 'Simply Sophisticated'.

REQUIREMENTS

- At least 3 years in a Head Chef role, ideally within Luxury Hospitality
- Formal culinary qualifications at a recognized culinary institution
- Strong leadership skills with a track record of leading diverse teams
- Proven track record of creating and executing exceptional culinary concepts and menus
- Natural problem solving skills
- Excellent command of the English language
- Flexible availability as per trade demand
- Strong computer literacy and administrative skills, Semper knowledge advantageous
- Strong financial acumen and ability to cost properly and maximize profitability
- Passion for quality and creativity in culinary arts, with a focus on staying abreast of food trends
- Strong organizational and time management skills, with the ability to prioritize and multitask effectively
- Exceptional communication and interpersonal skills to build positive relationships with colleagues, guests, and suppliers
- Ability to work with a group food consultant to focus on brand elements
- Strong insight of tight stock control systems, competitive procurement and health & safety systems

DUTIES

- Oversee all aspects of the kitchen, including menu development, costs, food preparation, presentation, quality control and departmental HR.
- Create and execute innovative and seasonally inspired menus that reflect the brand's values exceed guest expectations.
- Lead and inspire a team, fostering a positive and collaborative work environment.
- Develop and implement culinary training programs to enhance the skills and knowledge of the kitchen team.
- Ensure compliance with food safety and sanitation standards, as well as local health regulations.
- Collaborate with the management team and other departments to develop and execute special events, promotions, and themed dining experiences.
- Manage food inventory, control costs, and maximize profitability while maintaining high quality.
- Stay updated with industry trends, new and local culinary techniques, and emerging food concepts and flavors to continuously enhance the culinary offerings.
- Maintain strong communication channels with other departments to ensure seamless operations and exceptional guest experiences.
- Work closely and establish relationships with local suppliers, farmers, and artisans to source high-quality ingredients and foster a sense of community and sustainability.
- Collaborate with the marketing team to create engaging content and promotional materials that highlight the hotel's culinary excellence and special offerings.
- Maintain a safe and inclusive work environment, adhering to health and safety regulations.

PERSONAL CHARACTERISTICS

- Passion for training staff, creating fabulous food, and new ideas
- Well-presented and professional at all times
- Natural warmth and friendliness
- Friendly, helpful and outgoing
- Punctual, self-disciplined and accountable
- Remain calm under pressure
- Ability to manage a small team while remaining a 'hands on' part of the team
- Excellent people skills and ability to effectively communicate well with guests and team members
- Well organised, administratively strong and hard working
- Sensitivity to a diverse number of cultures, religions, lifestyles, etc.
- Good sense of humour
- Quick thinker and fast on your feet
- Can-do attitude and solutions-focused
- Honest, diligent and self-motivated
- Ability to efficiently meet deadlines and a sense of urgency
- High energy levels
- Good team motivator skills
- Appropriate sense of urgency to complete tasks and resolve issues
- Attention to detail at all levels
- Willingness and ability to share information, teach and inspire others
- Curious about what you don't know, and generous about what you do know

TO APPLY

Please send your CV to gm@theoldrectory.co.za with the subject line: "Application: Executive Chef"