

Role Profile

Job title	Chef
Reporting to	Cafe Manager
Starting Salary	Grade C - £24,746
Duration	Permanent, 35 hours per week
Location	Dundreggan Rewilding Centre
PVG Check Required	No

Trees for life - context

Trees for Life stands at the forefront of rewilding in the Scottish Highlands. Hopeful and bold, we are committed to creating nature-rich landscapes that include and support people. Working on a grand scale, we aim to close the gap between people and nature.

Focusing on Scotland's spectacular Caledonian forest, we foster biodiversity and encourage natural processes essential to life. From the iconic red squirrel to the elusive lynx, we are working to bring more life back to our landscapes.

Rewilding is a shared journey. Together with communities, we are restoring Scotland's natural and cultural heritage while supporting local livelihoods. Join us on this path of hope and positive action. Rewild the Scottish Highlands.

Dundreggan

Dundreggan is a 10,000-acre estate in Glenmoriston between Loch Ness and Skye. Since 2008, the estate has been transformed into one of the best examples of forest restoration in Scotland. It includes a ground-breaking tree nursery and is where many volunteers come to take part in rewilding projects.

Dundreggan Rewilding Centre

A new Rewilding Centre has opened at Dundreggan and it includes an innovative visitor experience and education centre, a café, events and educational facilities. The Rewilding Centre is an inspiring location where visitors of all ages, interests and backgrounds can explore the natural, Gaelic and cultural heritage of the Highlands and be inspired and educated about rewilding and the restoration of the Caledonian Forest.

Our Values

Our values are at the core of our mission to rewild the Scottish Highlands, informing decisions large and small from the day-to-day running of our office to major conservation projects. We have shared these values so that our supporters, volunteers and partners can gain a deeper understanding of what drives Trees for Life.

- **We are groundbreaking**

We are an ambitious charity with a big mission. For over 25 years we have sought to bring innovation to conservation, and we continue to strive for new and ground-breaking ways to rewild the Scottish Highlands.

- **We are collaborative**

We are an open, friendly and cooperative organisation. We welcome and encourage collaborative working with other organisations, landowners and the wider community. We believe we can always achieve more through teamwork.

- **We are pragmatic**

We seek prudent, sustainable solutions in everything we do. We are always mindful of our duty to our supporters, our volunteers, our staff and above all to Scotland's wild forest. Seeking a pragmatic approach safeguards our organisation and the work we undertake.

Overall Purpose of the Job

To develop and produce high quality food for visitors and groups using the Rewilding Centre, guests staying in Accommodation at Dundreggan, and occasional functions. You will lead and assist with food procurement, preparation, cooking and service, alongside all aspects of kitchen management, hygiene regulations compliance and safe working practices.

Key Liaisons

Rewilding Centre Operations Manager, Cafe team (kitchen and front of house), Education & Visitor Experience Manager, Education & Visitor Experience team, Facilities Manager, Facilities team, Rewilding Centre Director and wider Dundreggan Estate team. Members of the public, visitors and groups. Supply chain partners. Highland Council Environmental Health Officer.

Scope, Accountability and Resources

This role will have a wide ranging and varied scope including: developing the cafe food concept, recipe development and costings, cooking and daily service, supporting the cafe manager in supply chain management and stock management.

The role will be accountable for: producing food for all meals, quality control, and all elements of food hygiene/health & safety compliance.

Job Description

As chef you will oversee the day-to-day running of the kitchen. You will be able to deliver the highest quality food that will continue to develop the reputation of the Rewilding Centre Cafe as a destination for great food that also represents the ethos of Trees for Life - Natural ingredients, seasonal, and sustainably sourced. Responsibilities will include menu planning all food offerings; breakfast, lunch and dinner and costing of menus, working with the Rewilding Centre Operations Manager and Cafe manager to deliver the businesses financial targets - which will include reducing / eliminating waste and controlling costs of both food and staff while achieving the balance of delivering great food and visitor experience. Ensuring that the kitchen has robust systems that will deliver the highest standards of cleanliness, food safety & hygiene, health and safety. Working closely with the Cafe Manager to support the front of house team in delivering the best service and customer experience possible.

Key responsibilities

This is not an exhaustive list. The role will also include extra duties in line with the salary and responsibilities of the grade.

- Work with the Cafe Manager to continue to develop and implement the overall rewilding cafe concept
- Create menu items, recipes and dishes that deliver variety and quality in line with the overall vision of the Rewilding Centre - natural, seasonal ingredients, sustainably sourced.
- Cost dishes and work within the kitchen budget, to ensure income and expenditure are on target against the business financial model
- Prepare, cook and support service of meals in the Cafe, including catered events
- Ensure the menu caters for vegetarian, vegan, gluten-free and other dietary requirements, including providing options to easily modify dishes for ad hoc customer requests
- Ensure that the menu has children/family options
- Work closely with the Cafe manager and front of house staff to ensure smooth operation of the cafe and high quality customer service
- Support the cafe manager in developing a robust local supply chain in line with the food concept
- Oversee food inventory needs, stock control and ordering with support of the cafe manager
- Create clear communication processes to ensure the front of house staff know each menu item, its ingredients and any other relevant information customers may want to know (ex. sourcing)
- Ensure compliance with all health and safety regulations, being accountable for meeting standards and pass inspection
- Maintain HACCP system
- Ensure staff adhere to agreed food hygiene practices for all food handling staff at all times.
- Ensure the kitchen is clean, organised and adheres to hygiene regulations.
- Oversee the maintenance of kitchen equipment and organising repairs when needed, with support from the Facilities Manager.
- Attend relevant staff meetings, contributing to the overall operations planning of the Rewilding Centre and Trees for Life organisational objectives.
- Attend any training and development sessions required to maintain job performance and enhance skill set.

Person Specification:

- Ability to produce excellent high-quality food
- High level of attention to detail.
- Good level of numeracy.
- Enthusiasm to develop your own skills and embrace change.
- Adaptability to be proactive and willing to embrace new ideas and processes.
- Ability to work unsupervised and deliver quality work.
- Positive and approachable manner.
- Ability to work as part of a team and to foster and motivate a team
- Demonstrate clarity of vision, empathy and inspiration towards common goals
- Collaboration and effective communication with team members to ensure smooth service

Knowledge & Experience**Essential**

- NVQ/SVQ level 3 in Catering or equivalent experience
- Level 2 Food Hygiene Certificate
- Allergen training - Food Standards Agency Scotland or equivalent.
- **Up-to-date knowledge of cooking techniques and recipes.**
- Experience of HACCP system.
- Experience in dealing with COSHH and chemical safety.
- Experience of manual handling training and techniques.

Desirable

- Experience in tourism and attraction venues.
- Demonstrable experience as a chef/cook in preparing and producing food to a high standard using fresh products and ingredients
- Local supply chain contacts.
- Gaelic speaker.
- Hold a first aid certificate, or be willing to work towards.

Skills & Competencies

- Organised
- Able to operate in a pressured environment
- Attention to detail
- Problem solver with the ability to use innovative and creative approaches.
- Effective communicator and team member.

Personal Attributes

- Must be committed to the ethos and values of Trees for Life.

- Positive attitude and keen to learn more.
- Prides themselves on great customer service.
- Empathetic and supportive
- Authentic - honest, straightforward and trustworthy
- Goal orientated with a clarity of vision
- Inspirational, creative, innovative, fun, fair, consistent
- A good communicator, listening skills
- Recognises the contribution of others, collaborative

Working conditions and special demands

- Attend training for skills not already acquired
- Due to the location of the centre, a full and valid driving licence is essential.
- The role will require rota working along with weekends and bank holidays.