

BATH CITY FARM



Job title:	Bath City Farm Café Cooks
Hours of work:	This is a job share role to cover Tuesday to Saturday opening. Work hours 7am to 3pm but there is flexibility so please let us know what days/hours you are interested in.
Contract type:	Permanent
Salary:	Actual salary pro rata of £24,114 depending on hours worked
Responsible to:	Line managed by the Café Manager
Responsible for:	No line management responsibility. Will support volunteers / trainees in the kitchen though not be directly responsible.

About us

Situated on a beautiful 37-acre site, Bath City Farm is a charitable organisation, providing education, training and therapeutic activities to disadvantaged people in the local community, as well as a free-to-access visitor attraction for families and children.

Our mission is to build a strong, healthy and caring community by engaging local people with nature and farming. Our goals are to enable the development of skills and confidence, improve mental, physical and social wellbeing, and inspire environmental awareness. We aim to increase community engagement, offer a rewarding visitor experience, and educate people on farming, animal welfare and food production. All staff are expected to carry out their roles in line with the Farm's core values:

- **Inclusivity and diversity:** our farm community is drawn from a wide range of different backgrounds and we promote a culture of respect for all.
- **Protecting the natural environment:** we work to increase biodiversity and promote environmental sustainability in all our activities and choices.
- **Valuing individuals:** we believe that each individual has unique gifts and talents, and we constantly look for ways to help them fulfil their potential.
- **Affordability:** as a founding principle, we believe it is essential that the farm remains free for all to access, and we strive to provide goods and services that are free or affordable to the community.

Overall purpose of job

This is an exciting job-share role responsible for the planning and preparation of dishes at Bath City Farm's new community café.

Passionate about food, you will plan and cook vibrant, seasonal, nutritious, and affordable dishes that showcase the farm's produce and establishes the reputation of the Farm as a destination providing delicious food and drink.

The Farm Café

Set within the communities of Twerton and Whiteway, the building is full of natural light with outside terraced areas that look across the valley into the Georgian centre of Bath on one side. Adjacent is a children's play area. In front of the café is an edible garden providing a visual connection between farm grown produce and the dishes served in the café.

The café is open Tuesday to Saturday (9am to 4pm) and the work hours for these roles will generally be 7am – 3pm. We serve breakfast, lunch, coffee and cake throughout the day. Some weekend working is required. There may be an opportunity for extra hours for food preparation on a Monday when the café is closed.

The Café Cooks will be responsible for delivering the breakfast and lunch service at the café. They will also support participants of the farm's catering programmes to assist with the preparation of dishes, front of house and washing up.

Main duties and responsibilities

- Prepare visually appealing dishes from scratch, using fresh ingredients that are healthy, local and seasonal. Dishes should tell the field to fork story, promoting produce that is grown on the farm.
- Ensure every dish that leaves the kitchen is produced to an excellent standard, so that visitors return again and again to enjoy the delicious food served at the cafe.
- Work closely with project coordinators and horticulture staff to coordinate produce for the daily dishes.
- Work with the Café Manager to find suitable suppliers that fit with the farm's ethical standards of locally produced where possible, high animal welfare, seasonal, sustainable, and high labour standards.
- Be passionate about providing opportunities for participants of the Farm's Training at the Trough catering programme to participate in the daily service.
- Coordinate and carry out preparation in advance for upcoming services.
- Keep a clean, hygienic, and well organised kitchen at all times. Ensure the café complies with Food Standard Agency requirements and our Food Hygiene rating achieves or is working towards achieving a 5-star rating.
- Ensure all kitchen opening and closedown procedures are adhered to.

- Report any health and safety issues or issues related to kitchen equipment to the Café Manager so they can be dealt with promptly.
- Carry out a daily stock take, ensuring ingredients are within date and ordered ahead of time.

Leadership and Management responsibilities

- Lead on the daily preparation of dishes, ensuring there is sufficient food to meet demand.
- Oversee the work of trainees in the kitchen, ensuring it meets standards in terms of quality and compliance.

Communications and relationship responsibilities

- Represent the café positively to customers, ensuring that it maintains a positive reputation in the local community.
- Take a friendly and personable approach, creating positive relationships with front of house staff, project coordinators, as well as farm volunteers and trainees.
- Work collaboratively and communicate well with the rest of the staff team to ensure the smooth running of the café within the wider farm.
- Communicate well and work collaboratively with the other job-share cook, ensuring there is sufficient handover and systems and procedures are followed to make the day-to-day transition smooth.

Fundraising, income generation and social enterprise responsibilities

- Alongside the Café Manager, deliver creative, and cost-effective menu ideas that are profitable and contribute to the running of the farm's charitable activities.
- Occasionally work additional hours to support the farm's annual programme of events, ensuring food at the heart of community gatherings, generates a positive income stream.

Problem solving and autonomy

- Work with the Café Manager to identify new suppliers that can best fit our needs.
- Take an innovative and adaptive approach to work with the seasonal ingredients that are available.
- Monitor and record waste and actively reduce the waste we produce.

Other key job elements or requirements to note

- Have an awareness of and work in accordance with our safeguarding policies for children and vulnerable adults.
- Proactively work with volunteers and staff to contribute to the farm's vision.
- Work within agreed policies and procedures, helping to ensure high standards of practice on the farm.

- Ensure activities meet with the Farm’s legal requirements for health and safety.

Person specification

Experience	
Essential	Desirable
<ul style="list-style-type: none"> • Experience working with food, preparing dishes for public consumption. • Experience of working with allergies and dietary needs. 	<ul style="list-style-type: none"> • Catering in a community setting. • Working with adults with a learning disability or other support needs.
Competence, Knowledge and Skills	
<ul style="list-style-type: none"> • Excellent understanding of food preparation, flavours, and seasonal cooking. • Level 2 Food Hygiene certificate • Excellent food presentation skills. • Excellent knowledge of food hygiene regulations. • Ability to work well alongside other staff or volunteers in a kitchen environment. • Good knowledge of a wide range of policies and procedures related to food safety and kitchen management. • Excellent verbal communication skills. 	<ul style="list-style-type: none"> • Understanding of the issues faced by people living in disadvantaged communities. • Knowledge of city farms and how they operate.
Personal Qualities	
<ul style="list-style-type: none"> • Passionate about creating tasty food, with a focus on healthy, locally sourced, seasonal ingredients. • An eye for detail, to ensure dishes are served consistently. • Deliver busy services in a calm efficient manner. • Communicate diplomatically, and build trust and respect with a wide range of people. • Creative approach to preparing and presenting food. • Self-motivated, able to work unsupervised and take initiative. • Flexible approach with a “can do” attitude. • The ability to maintain a professional attitude and boundaries whilst working with other staff members and volunteers. • An ability to work as part of a small team. • Highly organised with good time management. • Commitment to the values and vision of the Farm. • A non-judgmental attitude. 	