



# BATH CITY FARM

**Job title: Cafe Cook - Wednesday and Sunday (with the possibility of an additional day and/or extra hours to suit the successful candidate)**

**Hours of work: 14.5/week** 8.30am to 4.30pm (Weds) 9am to 4.30pm (Sunday)

**Contract type:** Permanent

**Salary:** Full Time Equivalent £25,687 to £26,586 dependent on experience (actual salary for 14.5 hours/week £9,932 - £10,280)

**Responsible to:** Line managed by the Roots to Work Cafe Lead

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## 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 vision is to create a healthy community rooted in nature, food, farming and each other. Our mission is that we are a welcoming urban farm using our unique setting and targeted projects to educate, improve wellbeing and transform lives.

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.

## **The Roots to Work Cafe**

Set within the communities of Twerton and Whiteway, the Roots to Work Cafe provides training and support for adults seeking to develop their skills and confidence in the workplace. We have a loyal and growing customer base and are committed to delivering a great experience for all our visitors so that they return time and time again.

The building is full of natural light with outside terraced areas. Adjacent is a children's play area. In front of the Cafe is an edible garden providing a visual connection between Farm grown produce and the dishes served in the Cafe. The Cafe is open Tuesday to Sunday serving coffee and cake throughout the day along with breakfast and lunch.

### **Overall purpose of job**

This role is responsible for the preparation and delivery of dishes at Bath City Farm's Roots to Work Cafe. You will work with the Cafe team to plan seasonal dishes.

Passionate about food, you will plan and cook vibrant, seasonal and nutritious dishes to order that showcase the Farm's produce and establish the reputation of the Farm as a place to enjoy affordable and reliably delicious food and drink.

The role will contribute to the development of the food culture at the Farm connecting the Cafe with the Farm produce and horticultural growing projects.

### **Main duties and responsibilities**

- Prepare visually appealing dishes from scratch, using fresh ingredients that are healthy, local and seasonal.
- 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 as needed.
- Carry out food preparation in advance for upcoming services.
- Plan and carry out batch baking of cakes and other products that we can use in the Cafe and shop.
- Keep a clean, hygienic, and well organised kitchen at all times. Ensure the Cafe complies with Food Standard Agency requirements and our Food Hygiene rating continues to achieve 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 Cafe Lead 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 preparation of dishes, ensuring there is sufficient food to meet demand during your shifts.
- Support the work of any trainees in the kitchen as applicable.

### **Communications and relationship responsibilities**

- Represent the Cafe positively to customers, ensuring that it maintains a positive reputation in the local community.
- Take a friendly and personable approach, creating positive relationships with the rest of the Cafe and wider Farm team, 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 Cafe within the wider Farm.
- Communicate well and work collaboratively with the other Cooks who work throughout the week, 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 Cafe Lead and other Cooks, deliver creative, and cost-effective menu ideas that are profitable and contribute to the running of the Farm's charitable activities.
- Support the development of products that can be sold in our Farm shop. For example, small batches of chutneys, jams, dressings and dips.
- Occasionally work additional hours to support the Farm's annual programme of events, ensuring food is at the heart of community gatherings and generates a positive income stream.

### **Problem solving and autonomy**

- Work with the Cafe Lead and other Cooks 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**

<b>Experience</b>	
<b>Essential</b>	<b>Desirable</b>
<ul style="list-style-type: none"> <li>• A minimum of two years of working in a similar food environment cooking dishes from scratch to order.</li> <li>• Experience of working with allergies and dietary needs.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working with disadvantaged communities.</li> <li>• Experience of catering in a community setting.</li> <li>• Experience of working with adults with a learning disability or other support needs.</li> </ul>
<b>Competence, Knowledge and Skills</b>	
<ul style="list-style-type: none"> <li>• Excellent understanding of food preparation, flavours, and seasonal cooking.</li> <li>• Excellent food presentation skills.</li> <li>• Excellent knowledge of food hygiene regulations.</li> <li>• Ability to work well alongside other staff or volunteers in a kitchen environment.</li> <li>• Good knowledge of a wide range of policies and procedures related to food safety and kitchen management.</li> <li>• Excellent verbal communication skills.</li> <li>• Ability to work in fast paced kitchen environment, delivering efficient service.</li> </ul>	<ul style="list-style-type: none"> <li>• Level 2 Food Hygiene certificate.</li> <li>• Understanding of the issues faced by people living in disadvantaged communities.</li> </ul>
<b>Personal Qualities</b>	
<ul style="list-style-type: none"> <li>• Passionate about creating tasty food, with a focus on healthy, locally sourced, seasonal ingredients.</li> <li>• An eye for detail, to ensure dishes are served consistently.</li> <li>• Ability to deliver food service in a calm efficient manner.</li> <li>• Communicate diplomatically and build trust and respect with a wide range of people.</li> </ul>	

- 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.