

Job Title: **Kitchen Assistant**

Who you report to: **Head Chef, Assistant Head Chef, General Manager, Assistant Manager.**

Your Team: **Pubs, Inns & Hotels**

Role level: **Team Member (Level 1)**

Salary Band:

At St Austell Brewery our vision is to be a world class drinks and hospitality company, your role as a Team Member is crucial to ensuring that our guests have a fantastic experience and leave with a buzz of excitement for their next visit.

What Does Success Look Like?

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| A close up of a logo  Description automatically generated | To take ownership and responsibility of the safe operation of the dishwasher and wash up area. |
| A close up of a logo  Description automatically generated | To follow cleaning schedules for the kitchen and to ensure that all PPE that is provided is worn and the Chemicals are used and stored correctly in accordance with COSHH regulations |
| A close up of a logo  Description automatically generated | To support the full team including FOH and BOH at peak times and to undertake any operational duties which may be reasonably required to ensure a consistent high level of service.  |
| A close up of a logo  Description automatically generated | To ensure that all bins, waste and recyclable materials are handled and disposed of correctly. |
| A close up of a logo  Description automatically generated | To assist with food preparation as directed and to support the smooth running of the Kitchen at peak times. |
| A close up of a logo  Description automatically generated | To ensure that the Kitchen’s equipment is cleaned and stored safely when not being used. |
| A close up of a logo  Description automatically generated | Being able to spot and support a team member who needs help, and welcoming new team members to St Austell Family Group by sharing your experience to settle them in.  |
| A close up of a logo  Description automatically generated | Making sure that your workplace is fit for purpose and is looking at it’s best at all times ensuring any Health & Safety issues or repairs are acted upon with upmost urgency.  |
| A close up of a logo  Description automatically generated | To carry out duties as reasonably requested by Team Leaders or Management. |
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How You Will Go About Your Role

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| **CUSTOMER FOCUS** |
| A picture containing drawing  Description automatically generated | Establishes strong relationships and seek to exceed the expectations of customers. Goes above and beyond to deliver outstanding service. |
| **COMMERCIAL DRIVE** |
| Has awareness of budgets, sales targets/ forecasts and plays an active role in their delivery. Understands the difference in turnover and profit and supports the business in driving these forwards. | A picture containing drawing  Description automatically generated |
| **DEVELOPING CAPABILITY** |
| A picture containing drawing, clock  Description automatically generated | Identifies skills, knowledge and behavioural gaps. With the support of their line manager, builds an achievable development plan. Improves own performance by taking on board feedback from others. |
| **LEADERSHIP** |
| Demonstrates self- belief and is confident in their ability to deliver. Focuses on the achievement of team goals as well as their own. Makes effective decisions based on all information available. Is prepared to face challenges constructively. | A picture containing drawing  Description automatically generated |
| **TEAM WORKING** |
|  | Treats other team members fairly and consistently. Creates team spirit. Co-operates well with others and responds to requests for help. Leads by example. |
| **COMMUNICATION** |
| Understands the importance of being an effective listener. Asks appropriate questions to confirm understanding. Is approachable and has the ability to pass on information in an effective manner. | A picture containing drawing, light  Description automatically generated |

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| A close up of a logo  Description automatically generatedSkills Required |  | A close up of a logo  Description automatically generatedRelevant Experience |
| * The ability to work well under pressure during peak season
* Team player
* Good time management
* High energy
 |  | * Experience in a similar field is desirable
* Knowledge of food health and safety regulations.
* A passion for the drinks and hospitality industry
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