

Job Description

Role: Sous Chef

Reporting to: Head Chef

Who are we?

Marco Pierre White is an acclaimed chef, restaurateur and TV personality. He has restaurants across the UK under different concepts namely Marco Pierre White Steakhouse Bar & Grill, Marco's New York Italian, Wheeler's of St James's, Mr. White's English Chophouse, Koffmann & Mr. White's, Wheeler's Fish & Chips, Bardolino Pizzeria Bellini & Espresso Bar and Marconi Coffee & Juice Bar.

Purpose of Role

Assisting the Head Chef in the day to day running of the MPW kitchen, you will play an active part in the production and service of high-quality dishes using the freshest carefully sourced ingredients, always ensuring adherence to the Marco Pierre White Food Specifications. You will have the confidence and ability to deputise and take ownership of running the kitchen in the absence of the Head Chef.

A typical day will see you assisting the Head Chef in managing and training the kitchen brigade, ensuring that the team have high standards of food hygiene in place and are consistently following all brand, health and safety guidelines. You will be instrumental in monitoring portion and waste control ensuring the maintenance of profit margins.

Passionate about food, you will care about your work and be keen to develop your skills in order to deliver the best guest experience possible.

What we would like from you

You will be an ambassador for the kitchen and MPW brand, working hard to make every guest and team member experience memorable. Passionate about food and delivering great dining experiences for your guests, you will be focused on making sure that the guest and team experience is the best that it can be.



You will lead by example, demonstrating drive, motivation and inspiration with the ability to provide exceptional standards under pressure. You will have a confident, approachable and supportive leadership style, ensuring that talent within the kitchen is nurtured and developed. You will actively support the Head Chef with the management of the team, assisting with recruitment within the department, ensuring that it is in line with the agreed manpower and productivity levels.

Who you are

You will have a friendly, enthusiastic and caring personality, be able to keep calm under pressure, be confident, organised and maintain a hands-on management approach. You will demonstrate strong leadership abilities and exceptional attention to detail, a guest first approach and a real passion for great food service delivery. Able to work autonomously or as part of a team, you are motivating, encouraging and inspirational with a passion for supporting, developing and coaching others.

What Good looks like

Correctly presented to the brand standards every day, you will lead and support the kitchen team in preparing and presenting dishes to the correct brand standards. You will be punctual, courteous and helpful, always striving to be your best whilst complying with health and safety guidelines and legislation. You will support in creating a culture of excellence and development, promoting high standards of food hygiene and safety, conducting regular coaching and training utilising all brand training and support materials.

Consistently delivering a memorable dining experience to your guests, you will ensure a high level of product knowledge ensuring that you are fully briefed and trained at all times. You will effectively contribute to the cleanliness and maintenance of the kitchen environment and adherence to food hygiene and safety procedures.

Competency Framework

I am creative because	<ul style="list-style-type: none"> • I think outside the box and look for ways to delight our guests and solve business problems. I am forward thinking and open to change to suit the needs of the guest and the business
I am adaptable because	<ul style="list-style-type: none"> • I am flexible and adapt quickly and positively to new situations, keeping emphasis on a balanced approach. I adapt my leadership style to suit the situation
I am a positive communicator because	<ul style="list-style-type: none"> • I communicate clearly and openly both verbally and in writing. I pitch information at the appropriate level. I manage conflict effectively. I participate in meetings and communicate information effectively
I am a confident decision maker because	<ul style="list-style-type: none"> • I collect and analyse relevant and accurate information about a problem. I make conscious decisions to take actions. I accept responsibility for making things happen. I constantly review in order to improve. I effectively delegate to get things done
I am a positive influencer because	<ul style="list-style-type: none"> • I have a positive profile through networking and developing effective working relationships at all levels throughout the organisation. I gain commitment to action from a range of people, presenting a balanced and business focused approach
I demonstrate Integrity because	<ul style="list-style-type: none"> • I am open and honest, treating people fairly. I am trustworthy and respect confidences. I adhere to legal obligations
I am an effective Self manager because	<ul style="list-style-type: none"> • I set and strive to achieve high personal performance standards. I am organised and use a systematic approach. I manage time and resources effectively. I am motivated, self-reliant, have drive and determination to succeed. I meet deadlines and deliver agreed objectives by prioritising and managing tasks through to completion
I am a great Team Leader because	<ul style="list-style-type: none"> • I motivate and inspire my team to perform and ensure goals are achieved. I support, develop and coach others. I train and develop others to meet business needs. I demonstrate management and facilitation skills

What's in it for you?

A competitive salary, a clear career pathway and development, half price dining in all our restaurant brands and a chance to be a part of something special.

The above is designed to help you in the understanding of your role and is not intended to be a definitive list of your duties, as flexibility in meeting Company and guest's needs is required by all team members. Please send your CV to: richard.roberts@hibrentwood.co.uk