The Lincoln College Group

LINCOLN COLLEGE GROUP

Job Description

JOB TITLE & NUMBER

CS1094P: Head Chef – The Old Bakery

SALARY	GRADE	HOURS
£38,099 - £40,499 per annum	CSS Scale 9	37.5

REPORTING TO

Commercial Operations Manager

DEPARTMENT

The Old Bakery

LOCATION

The Old Bakery

Be ready...

disability confident EMPLOYER | MINDFUL EMPLOYER | Happy to talk Flexible Working | EMPLOYER RECOGNITION SCHEME GOLD AWARD | AoC Mental Health Charter | You Matter

Job Purpose:

The Old Bakery is looking for a Head Chef. This culinary expert will oversee the kitchen operations, and is required to work closely with the Management in the day to day running of this busy fresh food led restaurant.

In this hands-on role, you will need to be an experienced and proven Head Chef with a restaurant and hotel background, experience of training chefs in a formal brigade is essential, as well as being creative and innovate in menu planning and recipes.

PRINCIPAL DUTIES AND RESPONSIBILITIES:

1. You will have a flair for creating delicious, exciting and innovative dishes that delight our customers, build our reputation and give people a reason to return.
2. You will be a leader who inspires, develops and nurtures the next generation of culinary talent, creating a kitchen culture where creativity, quality and professional excellence thrive.
3. To be commercially aware and push the team to achieve the best possible GP.
4. To maintain high quality fresh food standards.
5. To approach the supervision of the team's daily work with a positive attitude, ensuring all duties are carried out to a high standard.
6. To control stock and ordering with completion of monthly stock takes.
7. To ensure that the kitchen operates to the highest quality, hygiene and cleanliness standards.
8. To deal with suppliers and ensuring that they supply quality produce at the most competitive prices.
9. To oversee the maintenance of kitchen equipment and organising repairs when needed.
10. To handle staffing issues, such as sick leave and attendance, and taking disciplinary action when necessary.
11. To control stock and ordering with completion of monthly stock takes.
12. To maintain all necessary documentation required for Trading Standards and Environmental Health to ensure food safety.
13. To accept responsibility for the implementation of the College's Equal Opportunities policy throughout all personal contacts in the College and within this area of responsibility.
14. To maintain professional standards and expertise by undertaking relevant professional development, including ensuring that knowledge regarding changes to relevant legislation is kept up to date.
15. To maintain quality standards, appropriate to the post.
16. To conform with the Health and Safety requirements relevant to the post.
17. To be responsible for the safeguarding and promoting the welfare of children wherever applicable within the role.

N.B. This is not a complete statement of all duties and responsibilities of this post. The postholder may be required to carry out other lawful and reasonable duties as directed by a supervising manager.

PERSON SPECIFICATION

	Knowledge	PSM
1	Intermediate food hygiene certificate (Level 3).	A/I
2	Up to date knowledge of recent food hygiene legislation.	A/I
3	Up to date knowledge of health and safety legislation.	A/I

	Skills/Abilities – Interpersonal	PSM
4	Creative and innovative with menu planning.	A/I
5	Ability to prepare food from fresh ingredients to a high standard.	A/I
6	Ability to communicate orally and in writing.	A/I
7	Ability to work in a fast-paced environment.	A/I

	Experience	PSM
8	Recent relevant experience within similar catering environments.	A
9	Experience dealing with venue Health & Safety Protocol.	A
10	Experience of working in a non-discriminatory manner.	A/I
11	Experience of working as a team player.	A/I

	Work Related Circumstances	PSM
12	Ability and willingness to undertake relevant professional development to maintain up-to-date knowledge of legislation and best practice.	A/I
13	Ability and willingness to work flexibly.	A/I

	Skills/Abilities - Other	PSM
14	Demonstrates a proactive commitment to safeguarding by recognising concerns, taking appropriate action and following procedures to protect and promote the welfare of children and young people.	A/I
15	Ability to actively promote equality, diversity and inclusion across all aspects of the role.	A/I

Prepared By:	Mark Taylor – Director of Business Development & Partnerships
Date:	November 2026

Proposed Selection Method Key (PSM)		
A = Application	I = Interview	T = Test

VISION 2030

LINCOLN COLLEGE GROUP STRATEGY 2025-30

OUR PURPOSE *Be Ready...*

REALISE ASPIRATIONS; SHAPE FUTURES; SERVE OUR COMMUNITIES.

OUR CODE

Our Group Code sets the tone of how we behave and achieve our Purpose because You Matter.

We CARE deeply about achieving outcomes in the right way and expect staff and students to behave with...

Community

We will prioritise empathy, compassion and wellbeing. Our goal is to develop a positive community where the mental and physical health of staff, learners, governors and key stakeholders is emphasised.

Accountability

We will all act with integrity and transparency, take full ownership of our actions and deliver on our commitments, impacts and outcomes.

Respect

We will all create an inclusive environment where everyone is valued, trusted and treated with consideration, kindness and fairness.

Excellence

We will all drive innovation and pursue extraordinary quality through an "ambitious spirit", consistently striving for the highest standards in all we do.

OUR PRIORITIES

Over the next five years we will achieve "Our Purpose" by delivering on our strategic priorities set out in full detail in 7 strategic plans.

In summary we will:



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