

# HEAD CHEF AT NORTHERN ROOTS



**Salary:** £37,500 per annum, 40 hours a week. Monday to Sunday as per demands of the business.

**Contract:** 12-month fixed term initially, October 2026 to October 2027. Regular weekend working will be required as part of a seven day working pattern.

**Reports to:** F&B General Manager

**Organisation:** The employing organisation is Northern Roots (Oldham) Ltd, company no 11258080.

**Location:** Northern Roots, Oldham, OL8 2BJ

**Holiday entitlement:** 25 days' holiday per year (excluding public holidays)

**Pension contribution:** 3%

## About Northern Roots

Northern Roots is creating the UK's largest urban farm and eco-park on 160-acres of underused greenspace in Oldham, Greater Manchester – a unique community hub and visitor destination. The charity aims to benefit the environment, and to improve the health, wellbeing and livelihoods of local communities. Food is at the heart of our vision.

This September we opened our new Welcome Building, Forestry Skills Centre, play area, outdoor amphitheatre and a further four acres of Urban Farm, a major milestone in creating a unique visitor attraction and community asset.

Based in the Welcome Building, our **café showcases produce grown on site**, alongside produce from other local suppliers, providing visitors with a warm welcome that reflects the ambition of the wider project. We are working with award winning chef Mary-Ellen McTague who has overseen the concept of the cafe and the farm-to-fork offer.

We are looking for a passionate, ambitious and experienced Head Chef to **lead café operations**, food production for the shop, and catering for meetings and events.



# HEAD CHEF AT NORTHERN ROOTS



Working closely with the Northern Roots Farm team, the Head Chef will create and deliver **accessible, seasonal menus** that **celebrate home-grown produce** and sustainable kitchen practices. They will combine creativity with strong operational management to ensure consistently high standards of flavour, presentation and service.

The Head Chef will work closely with the F&B General Manager to create a welcoming, inclusive and enjoyable experience for visitors, staff, volunteers and partners. Together, they will help build a café that is known not only for its social and environmental impact, but also for its quality, professionalism and hospitality.

The Head Chef will lead and inspire a team of paid staff, work placements and volunteers, creating a positive, supportive and professional kitchen culture where people can learn, develop and thrive. We believe community-focused food should be every bit as ambitious, delicious and well-executed as any commercial operation. This is an opportunity to help create a café experience that Oldham can be proud of.

## Line Management Responsibilities:

The post holder will manage a team of staff, trainees and volunteers.



# HEAD CHEF AT NORTHERN ROOTS



## Key Tasks and Responsibilities

### Kitchen Leadership & Operations

- Oversee the day-to-day operation of the kitchen, including rota management, recruitment, training, food quality, stock control, ordering, waste reduction and coordination with the growing and retail teams.
- Work closely with the General Manager and wider Northern Roots team to ensure smooth daily operations, excellent customer experiences, staff wellbeing and financial sustainability.
- Foster a positive, organised and collaborative working environment where everyone understands their role and feels supported to succeed.

### Menu Development & Business Growth

- Continually develop menus, products and food offers that make the best use of seasonal produce, available resources and growing opportunities.
- Create dishes that generate interest, excitement and repeat visits across the café, retail offer and events programme.
- Ensure all dishes are accurately costed, portion controlled and commercially viable while maintaining Northern Roots' commitment to quality and accessibility.
- Contribute ideas that strengthen the reputation and sustainability of the business.

### Purchasing & Supplier Relationships

- Manage ingredient purchasing and stock control.
- Work closely with the Land Team and external suppliers to source the best available seasonal produce and ingredients.
- Monitor stock levels, minimise waste and ensure efficient inventory management.

### Kitchen Equipment

- Ensure all kitchen equipment is used safely, effectively and responsibly.
- Train team members in correct use and maintenance procedures.
- Report faults promptly and ensure unsafe equipment is removed from use until repaired or replaced.

# HEAD CHEF AT NORTHERN ROOTS



## Training, Learning & Team Development

- Recruit, train and support new staff, volunteers and work placements.
- Lead by example, demonstrating professionalism, consistency and a positive attitude.
- Create a culture of learning and development where people are encouraged to grow their confidence, skills and knowledge.
- Actively promote the equalities and diversity agenda in the workplace.

## Food Safety & Health and Safety

- Take overall responsibility for food safety management within the kitchen.
- Ensure food safety systems, records, training and documentation are maintained to the highest standards.
- Train staff to understand and execute food safety protocols
- Promote a culture where health, safety and wellbeing are prioritised for both staff and visitors.
- Ensure compliance with all relevant legislation and organisational policies.

## Customer Experience

- Ensure food is consistently fresh, delicious, attractively presented and delivered efficiently.
- Ensure menus have diverse appeal and cater for the dietary needs of the communities we serve.
- Work closely with the front-of-house team to create an excellent visitor experience.
- Respond to customer feedback positively and professionally, seeking solutions that maintain goodwill and satisfaction wherever possible.

## Financial Responsibilities

- Manage labour and food costs within agreed budgets.
- Complete and submit stocktakes a timely fashion each month
- Submit kitchen team hours in a timely fashion each month
- Closely monitor ordering, stock control and waste, and use creative kitchen management and recipes to maximise efficiency and minimise
- Use innovation, creativity and sound commercial judgement to support profitability, long-term sustainability and business growth

# HEAD CHEF AT NORTHERN ROOTS



## How to apply

Email your **CV** and a **cover letter (no more than 2 pages)** to [info@northern-roots.uk](mailto:info@northern-roots.uk).

**Application Deadline:** Tuesday 20th October at 12 midnight

Have a question? Email [info@northern-roots.uk](mailto:info@northern-roots.uk)



# PERSON SPECIFICATION



|                                   | ESSENTIAL                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | DESIRABLE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|-----------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Qualifications</b>             | <ul style="list-style-type: none"> <li>• Level 3 Food Hygiene (training can be undertaken once in role)</li> <li>• Allergen training (training can be undertaken once in role)</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <ul style="list-style-type: none"> <li>• First Aid Qualification</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Knowledge &amp; Experience</b> | <ul style="list-style-type: none"> <li>• Minimum five years' experience in a professional kitchen environment.</li> <li>• At least one year's experience in a Head Chef or senior kitchen leadership role.</li> <li>• Strong experience delivering consistently high-quality food and maintaining excellent standards.</li> <li>• A passion for seasonal cookery and sustainable kitchen practices.</li> <li>• Experience developing menus and food offers that balance creativity, quality and commercial viability.</li> <li>• Experience managing teams, budgets, rotas, recruitment and staff development.</li> <li>• Sound understanding of food safety, health and safety, stock management and labour control.</li> </ul> | <ul style="list-style-type: none"> <li>• Experience working with volunteers, trainees or supported employment programmes.</li> <li>• Experience in a community, social enterprise or charitable environment.</li> <li>• Knowledge of sustainable procurement and low-waste kitchen systems.</li> <li>• Experience delivering catering for meetings, events and hospitality functions.</li> <li>• Experience of setting up a new F&amp;B operation from scratch.</li> <li>• Passion for the natural environment.</li> <li>• Experience of working with multiple partners and stakeholders.</li> </ul> |
| <b>Skills &amp; Abilities</b>     | <ul style="list-style-type: none"> <li>• Proven ability to train, motivate and develop others.</li> <li>• Excellent organisational and communication skills.</li> <li>• Strong cooking skills, personal standards and professional kitchen practices.</li> <li>• Ability to remain calm, focused and effective under pressure.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |

|                    | ESSENTIAL                                                                                                                                                                                                                                                                                                                                                                                            | DESIRABLE |
|--------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| Skills & Abilities | <ul style="list-style-type: none"> <li>• Good IT skills and confidence using software for labour management, food costing, ordering and food safety systems.</li> <li>• A genuine interest in hospitality's role in building stronger communities.</li> </ul>                                                                                                                                        |           |
| Personal Qualities | <ul style="list-style-type: none"> <li>• Highly creative and collaborative, with capacity to bring bold ideas to the table.</li> <li>• Flexible, calm, resilient and adaptable</li> <li>• Self-motivated with the ability to take the initiative, and work with minimum supervision.</li> <li>• Highly collaborative, team player able to connect quickly and build strong relationships.</li> </ul> |           |

