

Job Title: Chef (Wellness Retreat Focus)

The Vision

We are looking for a visionary Chef to be part of the culinary heart of our wellness retreat. You aren't just a cook; you are a practitioner of nourishment. You understand that every ingredient serves a purpose and that "healthy" should never be a compromise for "delicious." You will be responsible for creating a transformative dining experience that aligns with our mission of holistic healing, vitality, and seasonal living.

Core Responsibilities

- **Menu Innovation:** Design and execute high-end, plant-based (vegan/vegetarian), and some chicken or fish menus that are free from refined sugars, inflammatory oils, and processed additives.
- **Functional Nutrition:** Apply knowledge of dietary requirements, including gluten-free, dairy-free, and allergen-friendly cooking, ensuring every guest feels safe and nourished.
- **Seasonal Stewardship:** Curate menus that rotate strictly with the seasons, sourcing local, organic produce to ensure peak nutrient density and flavor.
- **Technique Mastery:** Utilise cooking methods that preserve the integrity and bioavailability of nutrients (e.g., fermenting, sprouting, low-temperature roasting, and raw techniques).
- **Kitchen Leadership:** Manage all back-of-house operations, including sourcing, inventory, food safety, and mentoring a small, passionate team.

Your Expertise

- **Ingredient Integrity:** You have a "clean label" philosophy. You understand the science of fats (knowing which oils to use for heat vs. dressing) and avoid inflammatory ingredients.
- **Plant-Based Artistry:** You can make vegetables the star of the plate, creating textures and flavors that satisfy even the most discerning palates without the use of meat.
- **Wellness Alignment:** You are personally passionate about the wellness world. You understand how food impacts mood, energy, and physical recovery.
- **Education:** You enjoy sharing your knowledge, perhaps occasionally engaging with guests through workshops or explaining the benefits of a specific dish.

Requirements

- Proven experience as a Senior Chef in a high-end wellness retreat, health-focused restaurant, or private estate.
 - Advanced understanding of plant-based nutrition or culinary arts is highly preferred.
 - Deep understanding of food as medicine and the bio-individuality of dietary needs.
 - Strong organisational skills and the ability to thrive in a tranquil yet fast-paced retreat environment.
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Why Join Us?

This is more than a job; it's an opportunity to shape the future of wellness hospitality. You will have the creative freedom to experiment with the finest seasonal ingredients and play a pivotal role in our guests' journey toward health.

Location Context

Based at the historic and serene estate in Northamptonshire, our retreat operates within a landscape of natural beauty. We seek a chef who can draw inspiration from the surrounding land, potentially foraging or collaborating with local Northamptonshire producers to ground our menu in the local terroir.

Kitchen Management & Business Operations

While your culinary talent is the heart of the retreat, this role requires a candidate ready to take ownership of the "back-office" success of the kitchen. We are looking for a strong Second Chef ready to transition into a Head Chef role; therefore, **foundational knowledge in the following areas is preferred**, as we will provide advanced training to master these systems:

Commercial & Financial Responsibilities

- **Menu Costing & GP Management:** Calculating dish costs to maintain a healthy Gross Profit margin while utilising premium, wellness-focused ingredients.
- **Stock Control:** Managing inventory levels, conducting weekly/monthly stocktakes, and minimising wastage through smart ordering and rotation.
- **Wage Budgeting:** Understanding how to build a rota that balances service excellence with the financial targets of the business.
- **Supplier Relations:** Liaising with local producers to ensure the best quality at the right price point.

Compliance & UK Legislation

- **HACCP & Food Safety:** Ensuring 100% compliance with UK Food Standards Agency regulations, including detailed record-keeping and allergen management.
 - **Health & Safety at Work Act:** Maintaining a safe environment for all staff, including COSHH and risk assessments.
 - **Employment Law Awareness:** Basic understanding of the Working Time Regulations and staff welfare.
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Package & Benefits

- **Salary:** £40,000 per annum (Live-in) | £45,000 per annum (Live-out).
 - **Working Hours:** 38 hours per week. We value a healthy work-life balance—rare in this industry!
 - **Overtime:** Any additional hours worked beyond 38 will be paid at a pre-agreed hourly rate.
 - **Annual Leave:** 28 days of paid holiday per year (inclusive of statutory entitlement)
 - **Pension:** Enrollment in the workplace pension scheme as per UK auto-enrolment legislation.
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