



Head Baker – One Garden Brighton	
Reporting to:	Operations Manager
Working Hours:	Full-time (5 days working out of a 7-day week, 40 hours per week)
Salary:	Up to £32,630
Annual Leave:	22 days leave entitlement, plus 8 bank holidays, TOIL will be agreed for work undertaken on a bank holiday.

One Garden Brighton is a subsidiary of Plumpton College. One Garden Brighton is a redeveloped tourist destination, which opened to the public for the first time in 2021.

As Baker, you will provide freshly baked products for commercial outlets of the business including, One Market, One Kitchen & One Events bookings. The role requires a skilled individual with a passion for their craft, who can create exceptional products that fit the One Garden Brighton setting, maintaining the highest quality standards.

Job Purpose

1. Bakery Production and Quality

a. Lead daily production of breads, pastries and baked goods across all outlets
b. Maintain consistent quality, presentation and food safety standards
c. Champion seasonal and Plumpton Estate produce

2. Menu and Product Development

a. Develop seasonal recipes, retail lines and event menus
b. Support promotions, specials and commercial growth initiatives
c. Contribute to wider menu and product strategy

3. Planning, Stock and Cost Control

a. Manage production schedules, ordering and stock rotation
b. Control costs, margins, waste and product pricing
c. Maintain accurate allergen, menu and stock records

4. Team and Customer Experience

a. Work collaboratively across kitchen, market and events teams
b. Support training and development of apprentices and colleagues
c. Deliver excellent customer service and product presentation

5. Health, Safety and Operations

a. Ensure full compliance with food safety and hygiene regulations
b. Maintain clean, safe kitchen and wash-up areas
c. Resolve day-to-day operational issues and support deliveries

Essential criteria for the post
Relevant qualification in Food Safety and Legislation.
Hold a current food hygiene certificate.
Minimum of 1 year of experience in a similar position
Strong culinary skills and knowledge of various cooking techniques
Able to demonstrate great customer service skills
A team player with great communication skills
Able to work in a fast-paced production environment
Understanding of the One Garden Brighton brand and ethos
Willing to work flexibly and ensure tasks are completed to a high standard.
Desirable criteria for the post
In depth knowledge of the Brighton food scene and current bakery trends
Creative with menu specials offering and willing to develop ideas that may benefit the team and menu
Good literacy and numeracy, with good IT skills
A full UK driver's Licence preferred

CONDITIONS OF EMPLOYMENT

Working Hours

40 hours per week annualised with flex up in summer months and flex down in winter months; with regular weekend/evening and bank holiday working.

Hours of work will vary but are based around the One Garden Brighton operating and opening times of 8.30 am to 6.00 pm, therefore some flexibility will be required to meet the needs of the business, so this will also include some evening working for functions and events and whole college promotional events. One Garden Brighton is open all year round seven days per week.

Annual Leave

The holiday year is from 1 September - 31 August each year. The annual leave entitlement for this role is 22 working days, plus 8 bank holidays (TOIL will be agreed for work undertaken on a bank holiday). Annual leave is bookable subject to business needs and should be planned and agreed upon with your Line Manager.

Continuous Professional Development (CPD)

This post will be entitled to CPD for skills updating, and personal and professional development. All CPD must be planned, agreed and booked with your Line Manager.

Pension

The candidate appointed to the post will automatically become a member of the One Garden Brighton Pension Scheme and pay contributions as determined by annual salary levels.

Equality and Diversity

Plumpton College is committed to the promotion of equal opportunities and is dedicated to pursuing non-discriminatory policies and practices and eliminating unfair discrimination on any basis. This means that no job applicant will receive less favourable treatment than another on grounds of gender, marital status, age, racial origin, disability, sexual orientation or political or religious beliefs.

Criminal Record Check via the Disclosure Procedure

The Rehabilitation of Offenders Act 1974 gives individuals the right not to disclose details of certain old offences when asked about their criminal record as they may be defined as 'spent'. There are exemptions to this if the individual is offered a post which involves contact with children or regular work at an establishment exclusively or mainly for children.

The post you have applied for falls into this category and, therefore, requires a criminal background check.

If a job offer is made, you will be asked to apply for a DBS Disclosure Certificate. The Disclosure Certificate will contain details of current and "spent" convictions, cautions, reprimands or warnings held on the Police National Computer, excluding certain specified old and minor offences.

The DBS Disclosure will also indicate whether information is held on government faculty lists of those individuals who are barred from working with children or vulnerable adults (if applicable).

The post-holder cannot begin employment with the College until the DBS Disclosure Certificate is received and considered by the Principal.