



Now Recruiting: Prepared Food Manager

Start Date: ASAP

Duration: Ongoing pending six month probationary period.

Responsible for: Management and development of Locavore's prepared food offer.

Hours: Full-time, 5 days per week

Rate of Pay: £21,645p/a staff discount at a number of locations; and an employer contribution pension.

Location: Primarily 349 Victoria Road, G42 7SA as well as

About Us:

We're a not-for-private-profit social enterprise food business which helps build more sustainable food systems which are better for society and our environment.

We currently run a large grocery store at 349 Victoria Road on the south-side of Glasgow, a cafe in Garnethill, grow fruit and vegetables across four sites in and around Glasgow, and provide veg boxes to around 1900 households per week. Through Locavore Trading we are also a wholesaler, distributor and brand which supplies organic ambient foods and goods to retailers like us around the UK.

Locavore is a high growth business with a turnover of £3.5m in 2019-20, up from £2.6m in 2018-19, which was up from £850k in 2017-18. We expect a similar level of growth will go on for many years which creates opportunities for the right people but does mean working at Locavore is not a static and stable environment and this doesn't suit everyone.

We have short, medium and long term plans for further growth which include opening of new locations from this Autumn. This will mean a growing and shifting remit for this role as demand for our retail and cafe prepared food increases.

Find out more:

www.glasgowlocavore.org

www.locavoretrading.org

www.facebook.com/GlasgowLocavore

Instagram: Locavore_CIC

Twitter: @GlasgowLocavore

About this role:

The post holder will be responsible for day to day operations in our kitchen and for development of our food offer for various sales channels, see further down.

It is largely a hands on, operational role, for an experienced chef who is looking for a different kind of challenge in a different kind of environment. We expect about 60-70% of the role will be in the kitchen, with the remainder on product/business development, administration and at front of house locations.

Food Ethos:

It's incredibly important that we have someone in post who is bought into our food ethos and will work with it to develop and implement a creative local and organic food offer.

Our ethos includes being 100% organic, prioritising local sourcing and dealing creatively with seasonal gluts of produce. We want the food we make to be a showcase of what an organic, predominantly local and seasonal diet can look like so that more people adopt this way of eating.

This offer should be heavy on local vegetables, use UK grown grains and pulses, and feature local, organic meat and dairy. We need someone who can work within these limitations to create great food for our various markets.

The post holder will need to be passionate about local food, including meat and dairy.

About our Food:

Cafes & Deli

Outside of covid times - The majority of work in our kitchen is producing for our cafe and our deli. This includes cooking everything that is sold in our Victoria Road location, including soups, salads, specials, menu items, and baked goods.

The kitchen also produced soups and salads for our Renfrew Street location, before temporary closing due to covid, and will produce for other locations in the near future.

The post holder will assist with the route out of covid and lead development of a new, multi-location cafe/deli offer.

Outside Catering

We offer catering for all sorts of events and parties through our our catering offer:
<https://glasgowlocavore.org/locavore-kitchen-ethical-catering/>

This bit of the business has disappeared with Covid. Hopefully in the not too distant future this will again be an area in which there is a lot of potential to grow and develop our food offer. Previously we have done a small number of events each month, mostly from regular third sector customers. We've also catered for holiday hunger projects.

Retail Production

We produce a selection of retail pre-packs which are sold in our own shop and to our veg box customers. This includes a range of hummus, pesto, confectionery and cake. Through Covid this has been the area in which the kitchen has pivoted towards to remain profitable and we see real potential to grow this area significantly in the future as we open more shop locations, expand wholesale to other businesses and grow our vegbox customer base. As this bit of business grows it's likely we'll look to set up a new larger production kitchen which can produce more foods for sale retail and wholesale in a more streamlined and efficient way.

Key Working relationships:

The post holder will have many points of contact through Locavore:

- Managing Director - You will report directly to the managing director.
- Kitchen - The post holder will work with, manage and lead the kitchen team in our Victoria Road kitchen.
- Location Managers - You will work with location managers to develop and improve the cafe/deli at each location, improve retail production and to get the best out of each of the cafe/deli team, where responsibility overlaps.
- Cafe/Deli Teams - The post holder will strategically manage the cafe/deli staff to fulfil, develop and improve our service. This will include implementing and improving systems at locations and providing training.
- Vegbox Manager - They will be the main point of contact for developing the kitchens retail production offer for vegbox customers.
- Support team - The post holder will get support from members of the support team including our Finance Coordinator, HR Coordinator and Graphic Designer.

Key Duties and Responsibilities:

- Working within the kitchen and line management of the kitchen team including planning workload and managing rotas.
- Implementing and developing our prepared food offer and ensuring it is profitable and stays on mission with our food ethos.
- Overall responsibility for food safety.
- Business, product, and offer development.
- Promotion of our food offer including social media and development of materials.
- Monthly reporting of KPI.
- Supporting and leading development of FOH team and providing training.
- Administration tasks associated with the role.

Person Specification:

We're looking for someone who shares our food ethos and is able to put it into practice through all our prepared foods. This is critical.

You'll be a creative cook able to respond to what is available and create interesting, tasty food from seasonal gluts.

You'll have experience of managing a team and working in collaboration with others to take forward and develop and promote new menus, offers or products.

Experience of developing new products/recipes for deli or retail would be useful, as would experience of event catering or working in a production kitchen or food manufacture environment.

How to apply:

The closing date is 9am on Monday the 24th of August.

Please submit a CV (maximum 2 pages) along with a one page cover letter outlining why you want to work with us and what you think you could bring to this role.

Applications should be by email to recruitment@glasgowlocavore.org and the subject heading should be 'Application – Prepared Food Manager'.

Thanks for your interest!