



Now Recruiting: Kitchen Team Member

Start Date: September-October 2021

Duration: Permanent

Responsible for: Assisting with the smooth operation of our Locavore prepared food offering.

Hours: 20-30 hours per week over 3-4 days

Pay and Benefits: £9.60-10.10 per hour dep on experience, 25% discount across all locations, contributory pension scheme, Cycle to Work scheme and much more

Location: Locavore, 349 Victoria Road, Glasgow G42 7SA



We have been shortlisted
in the Social Enterprise
Awards Scotland!

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About Us: We are a social enterprise which exists to build more sustainable food systems which are better for people and planet. Our mission is to use food to build a better future and to create viable alternatives to traditional supermarkets which dominate our food systems and contribute to many big social and environmental problems; from excessive food miles and unacceptable waste; to modern day slavery and destruction of habitats. All while providing often bad food through a model that doesn't really contribute anything to their local economies or wider society.

We're the opposite of this and want to use food as a vehicle for social good, environmental regeneration and community wealth building. Our models puts local, organic and zero waste food at the core of what we do while placing huge importance on fairness in the supply chain and our wider social and environmental impact.

We established in 2011 with a tiny shop on the south-side of Glasgow and since then have expanded and diversified into a business employing over 100 people with bold plans to build the future of food. Our activities include:

- Running our three shops in Glasgow which are located in Govanhill, Partick and Garnethill. Over the next 2 years we will open a further 7 locations across Scotland... we're already working on locations in Kirkintilloch, Edinburgh and others are under investigation.
- Delivering local organic veg boxes to around 1800 customers from Ayr to Edinburgh with our fleet of electric vans.
- Supplying other progressive retailers, caterers and processors through our organic wholesale business Locavore Trading.
- Growing local organic vegetables and flowers at a number of market garden sites which we sell through our shops, veg box scheme and wholesale service.
- Producing prepared foods in our kitchen to supply our shops with foods such as dips, bakes and food to be served within our shop cafes.
- Running projects and initiatives that forward our mission of building a sustainable food system. This includes our Good Food Fund and Route to Market Initiative.

We're a high growth business with a turnover of £4.2m in 2020-21, up from £850k in 2017-18. As part of our [Bigger Plan](#) we expect to continue to grow our turnover in excess of £10m within the next few years while expanding our team to around 180. Fast growth and an urgency to create impact means Locavore is not a static environment, which definitely doesn't suit everyone, but it does mean there will be many opportunities for the right people to progress within the business.

If you like what we're about and have relevant experience to bring to the team then we would love to have an application from you.

Find out more: www.locavore.scot and *locavore* on Facebook, Twitter and Instagram.



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About this role: As a kitchen team member your role will involve:

Baking: Around half of our current production are baked goods, and a large proportion of this is vegan, although not exclusively. We make brownies, cookies, sausage rolls, cakes and quiches on a regular basis and the right person would be able to help us to expand and develop our range further.

Producing for our Cafes & Deli: The majority of food produced in our kitchen is for our cafe and deli. This includes cooking and preparing everything that is sold in our stores, including soups, salads, specials, menu items, and baked goods. The kitchen also produces food for other locations across Locavore.

In house production for retail and veg boxes: We produce a selection of items for retail sale in our own shop and to our veg box customers. This includes a range of hummus, pesto and confectionery produced to standard recipes. We would like to build upon the current range and improve consistency and availability. We see potential for wholesaling these items to other shops in the future as well as supplying future new Locavore locations.

Food Ethos: It's incredibly important that our kitchen team buys into our food ethos and is able to take it forward and develop our offer while remaining true to our ethos and mission. Our kitchen is 100% organic and prioritizes local sourcing and dealing creatively with seasonal gluts of produce. We think of our kitchen as a showcase of what an organic predominantly local and seasonal diet can look like. For us this means an offer which is heavy on local vegetables, uses UK grown grains and pulses, and features the very best local, organic meat and dairy in moderation. We aim to provide this offer while remaining affordable and accommodating the needs of those with dietary needs and preferences. We do expect our kitchen team to be comfortable working with meat and dairy.

Person Specification:

- Shared ethos- you believe in, live and promote Locavore values
- Lots of experience of working in busy kitchens who shares our food ethos and has the drive to continue to grow our food business. A passion for baking is a plus!
- You'll be a creative chef or baker, who is able to respond to available ingredients to create interesting, tasty food from seasonal gluts, and be able to promote this to help engage our customers with our local ethos.
- Experience of developing new recipes would be useful.
- You'll enjoy working in a team and collaborating with others to take forward and develop new menus, offers or products. This will include working with the rest of the kitchen team as well as our growers whose wonderful organic produce can dictate what we will produce.
- Above all, we are looking for enthusiastic and adaptable individuals with loads of energy, who are excited to support Locavore and develop with us during this exciting period of growth.



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How to apply:

The closing date is 8am on Monday 20th September. Please apply via our [website](#), uploading a CV and a covering letter outlining why you want to work with Locavore and what you think you could bring to this role.

Thanks for your interest!



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