

BROTHER MARCUS

EAST MED DINING

Head Chef – Summary of Roles and Responsibilities

Reporting to: General Manager / Area Head Chef

As Head Chef at Brother Marcus, you are the conductor of the kitchen, leading the team with presence, precision, and purpose. You're responsible for delivering joyful food that surprises, delights, and keeps guests coming back. But your role goes beyond the pass: you shape culture, develop people, drive performance, and bring the Brother Marcus values to life in every service.

You oversee food quality, financial performance, recruitment, training, and wellbeing across your kitchen. You keep one hand on the mise en place, the other on the bigger picture; all while working with warmth, humour, and absolute integrity. In our open kitchens, you know you're always on stage. And even in our closed ones? You work like the whole room's watching, because in a way, they are.

You bring the Brother Marcus values to life in your work:

- Kefi - You bring energy, joy, and leadership to the kitchen every day.
- Integrity - You hold high standards and do what's right, even under pressure.
- Curiosity - You're always learning, innovating, and encouraging new ideas.
- Persistence - You stay calm, clear-headed, and focused, no matter how hot the kitchen gets.

Key Responsibilities & Performance Measures

Food Leadership & Menu Execution

- Deliver consistent food quality and presentation, to spec, every service.
- Oversee kitchen prep, par levels, stock rotation, and cleanliness.
- Work with the Area Head Chef and Food Director on menu development and rollouts.
- Dishes served to spec, on time, and at high quality.
- Internal audits, EHO scores, and kitchen feedback meet required standards.
- Menu changes implemented on time, with full team training.

People Leadership & Team Development

- Recruit, train, and retain a strong, values-led kitchen team for your restaurant as well as business when needed
- Conduct WordTakes, appraisals, and regular on-the-job coaching.
- Build a positive kitchen culture with clear expectations and consistent feedback.
- All team members have clear development plans when ready.
- Positive engagement and feedback from chefs and FOH leaders.

BROTHER MARCUS

EAST MED DINING

- Absence and lateness properly managed and reported

Financial Performance & Stock Control

- Manage kitchen labour, GP, wastage, and food cost in line with budget.
- Lead weekly stocktakes, ordering, and supplier relationships.
- Collaborate with floor and General Manager to minimise overproduction and waste.
- Weekly GP on target.
- Accurate stocktakes submitted on time.
- Waste levels recorded and within acceptable range.

Kitchen Operations & Standards

- On top of all kitchen systems and processes, including HACCP, cleaning rotas, food safety logs, and maintenance.
- Ensure the team follows all daily and monthly checklists to the letter.
- Lead by example in cleanliness, organisation, and personal presentation.
- Kitchen consistently clean, organised, and audit-ready.
- Zero critical breaches of food safety or H&S.
- All checklists and logs completed daily.

Guest Experience & Culture

- Collaborate with floor team to create seamless service and guest satisfaction.
- Lead from the pass: present, calm, supportive, and attentive.
- Train chefs to BTFM in their own way, especially in open kitchens: perfect plating, warm energy, clear communication, and a sense of show.

Final Word on Flexibility

This is a big role. It's also a beautiful one. As Brother Marcus grows, your role may evolve, but your mission stays the same: lead with purpose, cook with love, and create a space where chefs thrive and guests leave happy. Every time.