



Position Description

Sous Chef - Trainer

Employer: Free to Feed

Hours and Days: Full time, * days of the week to be confirmed *

Classification/s: Hospitality

Sector/s: Not For Profit (NFP), Social Enterprise

Reports to: Head Chef / Operations Manager

Salary: Generous Salary and Salary Packaging is available*

**As Free to Feed is a not-for-profit entity and FBT exempt, it is able to provide its employees with benefits. Eligible part-time employees will be entitled to claim \$15,900 of GST free income.*

Background

Free to Feed is a not-for-profit social enterprise championing people who have sought refuge and asylum in Australia. Free to Feed is committed to providing work for people seeking asylum, refugees and new migrants who are passionate about food and are talented cooks. In alignment with this we have designed a Commercial Cooking Training and Employment (CCTE) program designed to develop skills, provide certification and increase the employability of our participants.

The Free to Feed Catering kitchen is a busy, dynamic commercial kitchen environment, led by professional Chefs, working to the highest standards to meet the discerning tastes of Melbournian consumers. Our participants immerse themselves in this 'real world' employment experience, alongside other participants from diverse backgrounds.

Role Description

As Free to Feed's Sous Chef you will assist in developing Free to Feed's global menus and talented team of cooks. You will ensure authenticity, seasonality, culture, creativity and quality. You will be a leader for Free to Feed's participants in training, mentoring, guiding and educating them during their journey at Free to Feed.

In this hands-on role you will work alongside Free to Feed's Head Chef and Catering Team to oversee the management and production of memorable food for classes, dinners, catering and events with your talented team of cooks. Use your experience and excellent communication skills to make a long lasting difference in the lives of recent



arrivals and prepare them for success.

Candidates should be open-minded, organised & focused with remarkable communication skills.

Key Responsibilities

- Assist in developing Free to Feed's catering menus and recipes alongside the Head Chef and the talented cooks, ensuring seasonality, scalability, authenticity and quality.
- Maintain excellent food quality standards, while overseeing the food production in Free to Feed's kitchen, from preparation to presentation.
- Nurture the existing compassionate and supportive working environment for the kitchen team.
- Work with each of Free to Feed's program participants to develop menu ideas and recipes in alignment with their source country/region, cooking history and market appetite.
- Observing and assisting in the assessment of candidates in the kitchen/workplace.
- Execute Free to Feed's catering menus and recipes alongside it's cooks, ensuring seasonality, scalability, authenticity and quality.
- Oversee the food production in Free to Feed's kitchen, from preparation to presentation.
- Assist in management for the production of recipe content from concept, through to writing, testing and publishing.
- Work closely with Free to Feed's team in order to creatively develop unique dining & menu concepts and experiences.
- Attend Free to Feed events (classes, dinners, events and catering) in order to supervise cooks, review menus, sample foods and assess cooks performance in order to ensure continuous improvement and feedback.
- Provide kitchen training and mentoring to all Free to Feed participants.



- Brief, supervise and support our catering team, providing professional and positive support and guidance.
- Keep the kitchen staff engaged, focused, calm, and working to their best capacity, especially when under pressure.
- Assist in providing assessment and feedback regarding participants kitchen skills and suitability during food trials and training.
- Nurture the existing compassionate and supportive working environment for participants, understanding their additional vulnerabilities and needs and how this might impact on their performance and role.
- Proactively engage with the Wellbeing Manager to understand the individual circumstances and goals of participants, seeking to foster and mentor them at every opportunity.
- Actively provide feedback to the team about the performance of participants in the kitchen and provide additional training required to optimise and professionalise participant performance.
- Develop key performance indicators and enhance the training pathway program.
- Maintain an organised, hygienic, safe and productive kitchen environment.

Selection Criteria

Essential:

- Must have proven fundamental chef skills and minimum 6 years experience in senior chef management role.
- Be willing to work with people from a variety of backgrounds and levels of experience
- Long term and sustainable career minded individual
- Available over 7 days
- Flexible roster with days, nights and weekends included. note, not all weekends or nights, though flexibility is essential.
- Solid leadership skills with experience leading and training a diverse team.
- Knowledgeable, compassionate, patient and possessing the attributes of a good



teacher and mentor.

- Demonstrated experience in developing dynamic menus and food concepts.
- Excellent communicator, able to communicate and drive energy and change within a close knit team.
- Willingness to share skills, knowledge, and expertise.
- Demonstrates the values of Free to Feed.
- Excellent demonstrable knowledge of all kitchen operations.
- Strong understanding of HACCP food safety standards.
- Highly organised and systems-oriented, with a keen eye for detail.
- Ability to create structure and calm within a fast-past, changing environment.
- A positive and supportive professional with demonstrated experience working effectively within a close team environment, while delivering on individual objectives and projects.
- Australian driver's license. With a willingness to drive company owned and hire vehicles (car license only required)

Note: We run a trauma informed program and our frontline staff are supported to work sensitively with people seeking asylum. Trainer-Chefs are invited to bi monthly reflective practise sessions and are supported to upskill in order to work positively with new arrivals.. As such, you will be committed to and curious about our work, mission and values as well as good at your trade.

Values:

Our values are the foundation of our work and guide our decision making. It is a requirement that all staff and volunteers embody our values and reflect them in everything they do.

Our values are: Curiosity, Respect, Enlightened Hospitality and Positivity.

Application instructions



Please send your application to hello@freeto.org with a cover letter and CV. If you have any questions or would like to chat to our Head Chef about your application, please let us know.

We encourage all applicants to submit an I-Phone quality introductory video (a 1 minute max selfie video will suffice) alongside your application. Introduce yourself and let us know why you're interested in this role.

The deadline for applications is Wednesday the 3rd of February at 5.00PM. No applications will be accepted after this date/time.