



Spier attracts good people who love what they do, who want to make a contribution and be part of a team that shines. Our business is warm, full-hearted, open and supportive – thanks to our people. If integrity, pride and good wine matter to you, you might just have found your place in the sun - on our farm.

TEAM OPENING: Hotel Kitchen Junior Sous Chef

To support the Executive Chef and Head Chef in the day-to-day management of the Hotel Kitchen, ensuring high-quality guest experiences, efficient kitchen operations, cost control, compliance with food safety and hygiene standards, effective team development, and alignment with Spier's values and sustainability goals.

Key responsibilities

- Deliver high-quality food that consistently meets Spier's standards for taste, presentation, quality, and consistency.
- Ensure recipes, preparation methods, portion controls, mise en place, and presentation standards are consistently followed.
- Support seasonal menus and culinary initiatives, monitor food quality during service, and take corrective action where required.
- Lead by example as a hands-on chef, providing practical support, guidance, coaching, and feedback to the kitchen team.
- Assist with the onboarding, training, and development of team members, including supporting Hospitality Heroes programmes and identifying development opportunities.
- Conduct daily briefings and shift handovers to promote effective communication, teamwork, accountability, and operational alignment.
- Maintain high standards of hygiene, food safety, cleanliness, and compliance with HACCP principles, food safety regulations, and company policies.
- Monitor food storage, labelling, dating, stock rotation, temperature controls, cleaning schedules, and relevant food safety records.
- Assist with daily kitchen operations, including opening and closing procedures, checklists, section readiness, production planning, and smooth service delivery.
- Ensure kitchen equipment is used correctly, maintained appropriately, and faults are reported promptly.
- Support effective stock control and minimise food waste through responsible preparation, portioning, storage, and utilisation of ingredients.
- Ensure team members understand and follow standard operating procedures, operational standards, and checklists, addressing recurring issues through coaching and corrective action.
- Build positive working relationships and collaborate effectively with Restaurant, Hotel Operations, Stewarding, Maintenance, and other departments.
- Communicate professionally and contribute to a respectful, supportive, and positive team culture.

- Support Spier's sustainability goals through responsible use of resources, reduction of food waste, and care of ingredients, equipment, and facilities.

Knowledge, skills and qualities

- Minimum 5 years' experience in professional kitchen operations, with proven team leadership experience.
- Culinary Arts, Chef, or Hospitality Management degree/diploma advantageous.
- Excellent cooking skills and product knowledge, with the ability to work across all kitchen sections.
- Creative, innovative, and guest-focused, with a passion for exceeding expectations.
- Strong leadership, communication, interpersonal, organisational, and time management skills.
- Hands-on, proactive, and able to work effectively under pressure in a fast-paced environment.
- Good understanding of cost control, stock management, and responsible use of resources.
- Positive, responsible, service-oriented approach with a commitment to sustainability.

Candidates must have valid South African identification and a clear criminal record.

At Spier our focus is on being regenerative in every way. When it comes to people, this means being able to reinvigorate and refresh your energy in a way that's infectious and rubs off on people around you.