



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 Senior Sous Chef

To support the Executive Chef and Head Chef in leading the Hotel Kitchen, ensuring exceptional food and guest experiences, efficient operations, strong cost control, and compliance with Spier's quality, sustainability, and service standards.

Key responsibilities

- Support the Executive Chef and Head Chef in delivering exceptional culinary experiences and consistently high standards of food quality, presentation, and service.
- Assist with the development and execution of innovative, seasonal, sustainable, and locally sourced menus aligned with Spier's culinary philosophy.
- Lead, coach, mentor, and develop the kitchen team through hands-on leadership, practical training, daily briefings, skills assessments, and regular feedback.
- Foster a positive, inclusive, accountable, and high-performance team culture aligned with Spier's values.
- Support recruitment, onboarding, performance management, career development, and succession planning.
- Manage daily kitchen operations effectively, including planning, scheduling, task allocation, resource management, and service execution.
- Maintain kitchen equipment, facilities, operational checklists, cleaning schedules, and food safety records to ensure consistent standards.
- Drive continuous improvement in kitchen efficiency, productivity, quality, service delivery, and team performance.
- Support financial management through effective control of food costs, labour costs, stock, procurement, wastage, and operating expenses.
- Identify opportunities to improve efficiency, optimise resources, reduce costs, and support departmental profitability.
- Champion Spier's sustainability commitments through responsible sourcing, waste reduction, energy conservation, ethical food practices, and collaboration with local producers and the BD Farm.
- Ensure compliance with food safety, hygiene, health and safety, and legislative requirements, maintaining audit-ready standards at all times.
- Promote a strong safety culture and ensure all team members understand and follow established procedures.
- Build effective relationships with Hotel Operations, HR, Finance, Procurement, Sustainability, Maintenance, suppliers, and other stakeholders.
- Promote Spier's values, culture, sustainability commitments, and service standards through professional conduct and decision-making.

- Remain actively involved in the kitchen, leading from the front and setting standards through cooking, coaching, mentoring, and supporting the team during service.

Knowledge, skills and qualities

- Minimum 5 years' relevant kitchen experience, preferably in a high-end hospitality environment.
- Relevant Culinary Arts, Professional Cookery, Chef, or Hospitality Management qualification desirable.
- Proven experience in leading, managing, coaching, and developing kitchen teams.
- Excellent knowledge of culinary techniques, food preparation, presentation, and kitchen operations.
- Strong product knowledge with a passion for maintaining high culinary standards and exceeding guest expectations.
- Strong financial, organisational, administrative, and time management skills.
- Hands-on leadership style with excellent communication and interpersonal skills.
- Able to work effectively under pressure and adapt to changing operational demands.
- Flexible and able to work across all kitchen sections when required.
- Positive, proactive, professional, and service-oriented approach.
- Environmentally responsible with an interest in sustainability and continuous learning.

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.