

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: Werf Head Chef

Works alongside the Executive Chef to manage daily kitchen activities, including overseeing staff, aiding menu preparation, ensuring food quality and freshness, and monitoring ordering and stocking. Provides meal quality and consistency by following designated recipes.

Key responsibilities

Kitchen Operations & Production

- Manage daily kitchen and culinary operations for all picnic, meeting room, and event functions, ensuring efficient preparation, production, and service.
- Coordinate food production, menu requirements, and delivery logistics according to the needs of each service area.
- Implement effective mise-en-place and production systems to optimise workflow, maintain portion control, and minimise wastage.
- Ensure all food meets required standards for quality, taste, temperature, presentation, and consistency.

Menu Development & Culinary Standards

- Design and adapt seasonal menus in line with brand standards, operational requirements, and client expectations.
- Conduct tastings and quality checks for new and existing menu items.
- Work closely with the Executive Chef to develop cost-effective recipes suitable for high-volume, picnic, event, and off-site service.
- Maintain the brand's culinary identity across all offerings and functions.

Event & Function Coordination

- Liaise with the Events Manager and Front of House teams to coordinate the successful delivery of functions.
- Lead culinary setup and breakdown for indoor, outdoor, and off-site events.
- Manage event timelines, staffing requirements, and operational logistics to ensure services are delivered efficiently and on schedule.
- Oversee VIP and corporate functions, ensuring a professional, seamless, and discreet culinary operation.
- Maintain a visible and hands-on presence during key and high-profile events.

Financial & Cost Management

- Assist with budgeting, food costing, procurement planning, and inventory management.
- Monitor food costs, yields, wastage, and variances, identifying and implementing corrective actions where required.
- Support supplier negotiations and procurement planning for seasonal picnic and event requirements.
- Ensure labour is managed efficiently through effective scheduling, particularly during peak periods.

Stock & Inventory Control

- Oversee monthly stock takes for all operational kitchens, including picnics, meeting rooms, and events.
- Ensure accurate counting, valuation, and reconciliation of stock.
- Ensure correct recording of stock transfers, returns, and wastage.
- Analyse stock variances against sales and usage reports and implement corrective action where required.
- Ensure compliance with inventory control and audit requirements.

Team Leadership & Development

- Supervise, mentor, and develop junior chefs and event culinary staff, ensuring adherence to culinary, plating, hygiene, and operational standards.
- Conduct pre-event briefings to align kitchen and service teams on operational requirements and expectations.
- Promote a positive, accountable, collaborative, and professional kitchen culture.

Food Safety, Hygiene & Compliance

- Enforce HACCP, food safety, and Health & Safety standards across all kitchens and event operations.
- Conduct routine kitchen and event-site inspections to ensure cleanliness, compliance, and operational readiness.
- Ensure correct food transportation, storage, and temperature control during off-site operations.

Guest Experience & Service Excellence

- Monitor guest feedback and address culinary or operational concerns promptly and professionally.
- Ensure consistently high standards of food quality and service throughout all functions.
- Take ownership of resolving operational issues to support a positive guest experience.

Knowledge, skills and qualities

- Strong knowledge of professional kitchen operations, food production, culinary techniques, HACCP, food safety, and hygiene standards.
- Sound knowledge of menu planning, recipe development, food costing, stock control, portion control, and wastage management.
- Experience in high-volume, event, picnic, corporate, and off-site catering environments.
- Strong leadership, communication, interpersonal, organisational, and time-management skills.
- Excellent problem-solving and decision-making abilities, with the ability to work effectively under pressure and manage competing priorities.
- Strong financial awareness and attention to detail.
- Hands-on, accountable, and solutions-focused approach with a passion for food, hospitality, sustainability, and exceptional guest experiences.
- Flexible and adaptable, with the ability to work varying shifts, weekends, public holidays, and event schedules when required.

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.