



LAKELAND MUSEUM ABBOT HALL BLACKWELL WINDERMERE JETTY MUSEUM

Sous Chef

Closing date: Applications will be reviewed on a rolling basis until the position is filled.

lakelandarts.org.uk

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Introducing Lakeland Arts

We're delighted that you're interested in joining the team at Lakeland Arts as Sous Chef.

Lakeland Arts is an independent charity and a major player in the North of England's arts, culture and heritage scene. We have built a great reputation for our buildings, collections, exhibitions and engagement programmes. As part of the Cumbria Museum Consortium, we are proud to be a National Portfolio Organisation of Arts Council England.

We run an exceptional portfolio of cultural spaces in an Area of Outstanding Natural Beauty.

Our remarkable spaces, rich collections, engaging programmes and passionate people are all connected by a powerful sense of place. Our aim is to transform lives through meaningful connection with our local community and visitors, facilitating experiences that reflect our inspiring collections and the beauty of the Lake District.

Abbot Hall is one of the UK's leading art galleries. Established in 1962 in a Grade I listed Georgian building on the banks of the River Kent in Kendal, the gallery has become a vibrant cultural and community hub. The Abbot Hall collection includes works by J M W Turner, Paula Rego, John Ruskin, Lucian Freud, Elizabeth Frink and Kurt Schwitters. The gallery's exhibition programme is focussed on the themes of landscape, identity and ecology. Recent exhibitions have included a major solo exhibition by Charmaine Watkiss and a new co-curated Ecology Gallery was opened in September 2024.

Blackwell - the Arts & Crafts house has breathtaking views overlooking Lake Windermere and the Coniston Fells. The stunning Grade I listed house was designed by noted architect Mackay Hugh Baillie Scott and is one of the world's finest examples of Arts & Crafts architecture. The interiors and exhibitions at Blackwell celebrate the finest designers of the Arts & Crafts movement whilst profiling the best contemporary makers working today. Recent exhibitions have included ceramics by William De Morgan, British Nigerian sculptor Lawson Oyekan and Scottish ceramicist Frances Priest.





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Lakeland Museum was established in Kendal in 1971 and won the first ever Museum of the Year award. It has an extensive collection of objects, photography and archival material that relates to the people, communities and industrial history of the Lake District. The museum is currently closed pending a process of reimagining and redevelopment.

Windermere Jetty Museum is a RIBA Stirling prize shortlisted building which opened in 2019 following a £20 million major capital development. Celebrating engineering and industry in one of England's most iconic locations, the museum is a working destination committed to conserving, celebrating and sharing its internationally important collection of historic boats and related material. The museum sits on the shores of Windermere amongst the unique biodiversity of the lake. Working jetties and heritage boat trips give visitors direct access to Windermere and the collection.

Our museums sit within and are surrounded by the Lake District National Park, a UNESCO World Heritage site. The countryside outside the National Park and around the coast is full of great walks, stunning views and many places to visit. Popular sporting and leisure activities include sailing, hill walking, swimming, cycling, climbing and running. The Lake District is known for its architecture, stunning scenery, pubs and restaurants. It isn't surprising that this area attracts over 40 million visitors each year. Kendal is a busy market town and plays host to several cultural festivals each year. There is easy access by road to Lancaster, Penrith, and Carlisle, as well as mainline train connections from Oxenholme station in Kendal to London, Manchester, Edinburgh and Glasgow.

We believe that diversity and equality within our workforce, programmes and approaches are crucial to our mission of being inclusive and relevant to our communities. We want everyone to feel welcome. We, therefore, particularly welcome applications from candidates under represented at Lakeland Arts and within the heritage sector, including neurodiverse applicants, individuals from the Global Majority and/or those with disabilities.

We welcome your application and wish you every success with it.



Luis Martins, Chief Executive Officer





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Job description

Job title: **Sous Chef**

Salary: £32,000 per annum/£16.41 per hour

Location: Windermere Jetty Museum Lakeshore Café (part of Lakeland Arts), with potential support at Abbot Hall and Blackwell Arts & Crafts house

Reports to: Head Chef

Term: Full time, Permanent

Hours: 37.5 hours per week (5 days out of 7, including weekend work)

Purpose

Lakeland Arts is part of the Cumbria Museum Consortium, a National Portfolio Organisation funded by Arts Council England. For more information about Lakeland Arts, visit: www.lakelandarts.org.uk.

The Sous Chef plays a key role in delivering a high-quality, consistent, and commercially sound catering offer at Windermere Jetty Museum Lakeshore Café. Working closely with the Head Chef, the postholder supports the day-to-day running of the kitchen operation and leads the kitchen team in the Head Chef's absence.

The role combines hands-on food production with kitchen leadership, operational oversight, and a strong understanding of food safety and cost control. Occasionally, the Sous Chef may also support catering delivery and events at other Lakeland Arts venues, ensuring consistency of standards when required.



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Key Responsibilities

Food Standards & Menu Development

- Ensure a consistently high standard of food preparation and service at all times.
- Maintain quality control, portion consistency, and core food standards across the menu offer.
- Ensure accurate management of food allergens, including safe handling, labelling, and clear communication to staff and customers.
- Design and produce new dishes alongside the Head Chef, showcasing creativity while highlighting local and seasonal ingredients and reflecting the unique character of Lakeland Arts

Kitchen Leadership & Operations

- Support the effective day-to-day management of the kitchen operation, leading the team in the absence of the Head Chef.
- Supervise, support, and mentor kitchen team members, fostering a positive, collaborative, and respectful working environment.
- Communicate effectively and respectfully with kitchen and front-of-house teams to ensure smooth service delivery.
- Ensure efficient kitchen operations during busy service periods, maintaining standards under pressure.
- Provide occasional operational support to catering activity at other Lakeland Arts venues as required.
- As Lakeland Arts expands its offerings at Blackwell and Abbot Hall, you will contribute to the development and execution of menus and events at these venues, ensuring consistency and excellence across all sites.

Events & Function Catering

- Support the planning, preparation, and delivery of event and function catering, including private hires, weddings, and corporate events.
- Assist the Head Chef with the development, costing, and preparation of function and event menus.

Health, Safety & Compliance

- Maintain high standards of food hygiene and cleanliness, supervising compliance in the absence of the Head Chef.
- Ensure adherence to all food safety, hygiene, and health & safety legislation and organisational policies.
- Conduct regular checks to maintain a clean, safe, and well-organised kitchen environment.



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- Maintain accurate records, including temperature logs, cleaning schedules, and allergen information.

Commerciality & Stock Control
- Support the Head Chef and Catering Manager in achieving agreed food margins and profitability targets.
- Assist with monitoring stock levels, minimising waste, and ensuring efficient use of resources.
- Contribute to a commercially aware kitchen culture that balances quality with cost control.

Person Specification

Essential Experience & Qualifications
- Proven experience working in a professional kitchen environment delivering high-quality food.
- Experience supervising or leading kitchen teams.
- Experience implementing and costing menus.
- Strong understanding of food allergens and compliance requirements.
- Good knowledge of food safety, hygiene, and health & safety standards.
- NVQ Level 2 Food Preparation and Cooking.
- Food Hygiene Level 2.

Desirable Experience & Qualifications
- Experience delivering function and event catering
- NVQ Level 3 food preparation and cooking

Essential Skills & Qualities
- Passionate about delivering high-quality food and service.
- Personable and approachable, with a calm and professional manner.
- Proactive and flexible, with the ability to work effectively under pressure.
- Collaborative, with the ability to work well across teams.
- Self-motivated and capable of supporting and motivating others.
- Creative and passionate about local and seasonal ingredients.



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Additional Requirements

- This is a full-time role (37.5 hours per week). The post requires flexibility, with regular weekend and bank holiday working, occasional evening work and on-site presence during peak service times.
- All duties to be carried out in line with Lakeland Arts' Health & Safety, Equality and Environmental policies, with a strong emphasis on sustainability and reducing environmental impact.



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Additional information

The annual leave entitlement for this post is 33 working days (made up of 20 statutory days, 8 Public Bank Holidays and 5 contractual days) per annum.

Lakeland Arts offers an auto enrolment pension scheme as well as a range of benefits including free entry into partner venues in the UK, free entry into Lakeland Arts sites for immediate family and discounts in Lakeland Arts shops and cafes.

Lakeland Arts reimburses staff for travel and other expenses within agreed guidelines. The post holder will be expected to travel efficiently and in a timely manner to and between Lakeland Arts sites.

Health and Safety
Lakeland Arts offers all employees access to an Employee Assistant Programme as well as Eye Tests for DSE users. The post holder is required to carry out their duties in accordance with Lakeland Arts Health and Safety policies and procedures.

Diversity
The postholder is required to always have due regard to equal opportunities, and to work in a fair and reasonable manner towards all people, ensuring service standards are maintained for all cultures. Lakeland Arts welcomes applications from people with protected characteristics and those currently under represented within our workforce.



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How to apply

Please send a CV and cover letter to jobs@lakelandarts.org.uk.

Applications will be reviewed on a rolling basis until the position is filled.

Selection process

Short listing for interview will be based on the CV and cover letter.



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Thank you for your application.

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