Head Chef

Start date: January 2027

Family-run country pub | 3 AA Rosettes | Michelin Bib Gourmand

About Us

We are a family-run country pub with a strong reputation for exceptional food, warm hospitality and consistently high standards. We currently hold 3 AA Rosettes and a Michelin Bib Gourmand, and we are looking for a Head Chef who can help us protect what makes the business special while supporting our ambition to grow this site and future businesses.

The Role

As Head Chef, you will take full responsibility for leading the kitchen day to day, maintaining our award-winning standards and developing a positive, professional and ambitious kitchen culture. This is a hands-on leadership role suited to someone who is passionate about seasonal cooking, quality produce, consistency, training and building a sustainable kitchen operation.

You will work closely with the owners and wider management team to deliver excellent food, develop menus, manage kitchen performance and help shape the future of the business. We are looking for someone who can uphold the standards we already achieve while bringing the structure, leadership and vision needed for continued growth.

Key Responsibilities

- Lead, manage and inspire the kitchen team, setting clear standards for food quality, consistency, cleanliness and professionalism.
- Maintain and build on our 3 AA Rosette and Michelin Bib Gourmand standards across every service.
- Create, develop and cost seasonal menus that reflect the character of the pub, the quality of the produce and the expectations of our guests.
- Manage day-to-day kitchen operations, including preparation, service, ordering, stock control, supplier relationships and kitchen organisation.
- Train, mentor and develop the brigade, supporting progression at all levels from apprentice to senior chef.
- Work closely with front of house to ensure a joined-up guest experience and strong communication between teams.
- Manage food safety, hygiene, allergen procedures and kitchen compliance to the highest standard.
- Monitor food costs, wastage, labour efficiency and gross profit while maintaining quality and consistency.
- Support the owners in developing systems, standards and ways of working that can help the current business and future businesses grow successfully.
- Lead by example during service, remaining calm, organised and focused under pressure.

Team Structure

The Head Chef will report to the owners and will directly manage the kitchen brigade, including the Sous Chef, Chef de Partie, Demi Chef de Partie, Commis Chef/Apprentice and multiple Kitchen Porters.

Working Pattern and Closures

We are open Wednesday to Sunday. The pub is closed every Monday and Tuesday, as well as Christmas Day, Boxing Day and 27th December. We also close for two one-week breaks each year, typically in January and September.

About You

- Proven experience as a Head Chef or strong Senior Sous Chef in a high-quality fresh food kitchen.
- Experience working at, or very close to, 3 AA Rosette and/or Michelin-recognised standards.
- A strong understanding of seasonal British produce, menu development, costing and kitchen management.
- A calm, consistent and professional leadership style with the ability to motivate and develop a team.
- Excellent organisational skills and the ability to balance creativity with commercial discipline.
- High standards in food safety, hygiene, cleanliness and kitchen systems.
- A genuine desire to be part of a family-run business and contribute to its long-term future.
- The confidence to take ownership of the kitchen while working collaboratively with the owners and wider team.

What We Offer

- The opportunity to lead an award-winning kitchen with an established reputation.
- A supportive family-run environment with direct involvement from the owners.
- A stable working pattern with regular Monday and Tuesday closures.
- Seasonal closures over Christmas and planned annual breaks in January and September.
- Creative input into menus and the future direction of the food offering.
- The chance to help shape the growth of this business and future businesses.

How to Apply

If you are an ambitious, standards-driven chef who wants to lead a respected country pub kitchen and play a key role in the future of a growing family business, we would love to hear from you.
Send an email to manager@threehorseshoesfordham.com