

# CHEF/COOK AT SQUASH LIVERPOOL C.I.C



## APPLICATION PROCESS:

Please email your completed application form and Equal Opportunities monitoring form to [becky@squashliverpool.co.uk](mailto:becky@squashliverpool.co.uk)  
**Please don't send a CV**

## TIMELINE:

- The deadline for applications is **6pm Monday 18<sup>th</sup> May**
- Shortlisted applicants will be informed by **Wednesday 20<sup>th</sup> May**
- Interviews and practical trial shift will take place on **21<sup>st</sup>, 22<sup>nd</sup>, 27<sup>th</sup> & 28<sup>th</sup> May**

## ABOUT SQUASH

Squash Liverpool C.I.C is a pioneering, award-winning community organisation, rooted and home-grown on Windsor Street, Liverpool 8. We are committed to making a positive difference to the way people live, work and belong in our community through activating participation in art, food, nature, connection and activism. We have a 100-year vision, inspired by nature to actively transform our Windsor Street Neighbourhood into a people-powered place that is known for being a playful, resilient and loving community where everybody thrives.

Since 2010 we have been making positive social change and prioritising wellbeing in our neighbourhood through participatory practices including food-growing and cooking, arts and crafts, and since 2018 through our community food business; an ingredients-based food shop, community café & catering service.

We are a Community Interest Company (CIC) – a not-for-profit membership organisation that is accountable to our community and we work alongside local residents embracing food as an essential tool to improve health and well-being. Squash runs from our community-designed building & kitchen garden and from our community food gardens.

Squash is an exciting, welcoming and supportive place to work. Our team of cooks, gardeners & artists are passionate and inspiring and are dedicated to making a difference in our community. Squash provides competitive remuneration (Real Living Wage and above), contribution to pension, generous holiday allowance, Continuous Professional Development, is a family friendly employer and is an organisation that takes staff wellbeing seriously.

We encourage you to take up the opportunity of visiting Squash to have a guided tour of the shop and building and meet members of the team. Dates above.

For more information about Squash please visit [www.squashliverpool.co.uk](http://www.squashliverpool.co.uk) and our socials [@squashliverpool](https://www.instagram.com/squashliverpool)

## **WE ARE LOOKING TO WELCOME INTO OUR TEAM THE ROLE OF CHEF/COOK.**

### **WHY IS THIS A GREAT ROLE?**

This is a unique opportunity to support a thriving vegetarian/vegan kitchen at the heart of a pioneering community food organisation. You'll have the space to develop seasonal menus, with fresh, organic produce (including food from our gardens), and be part of a supportive, values-driven team. With mostly daytime hours, a collaborative culture and a strong commitment to wellbeing and sustainability, this role offers the chance to do meaningful work in a healthy, balanced and supported way.

**JOB TITLE:** CHEF / COOK

**TERM:** 1 YEAR WITH POTENTIAL EXTENSION

**SALARY:** £27300 (pro rata £21,840 FOR 30 HRS) WITH NEST PENSION CONTRIBUTION

**HOURS PER WEEK:** 30 HOURS PER WEEK, INCLUDING ONE WEEKEND DAY AND OCCASIONAL EVENINGS

**CURRENT WORKING PATTERN:** CAFÉ OPEN WEDNESDAY–SUNDAY (10AM–4PM), TUESDAY PREP AND PLANNING DAY

**HOLIDAYS:** 22.5 DAYS/168 HOURS PLUS BANK HOLIDAYS

**PROBATIONARY PERIOD:** 3 MONTHS

**PLACE OF WORK:** SQUASH, 112–114 WINDSOR STREET, LIVERPOOL, L8 8EQ

**REPORTS TO:** SQUASH KITCHEN MANAGER

**RESPONSIBLE FOR:** KITCHEN TEAM INCLUDING COOKS, FREELANCERS, APPRENTICES & VOLUNTEERS

### **JOB DESCRIPTION:**

#### **OVERALL PURPOSE OF THE JOB**

You will contribute to menu development, food production and kitchen systems, producing high-quality, delicious food that reflects Squash's commitment to sustainability, community and creativity. You will play a key role in growing Squash's food enterprise, balancing creativity with financial sustainability, and supporting a welcoming and inclusive environment for all.

#### **KEY RESPONSIBILITIES:**

##### **OPERATIONS**

- Day-to-day running of the cafe's food provision, ensuring smooth, efficient and safe service
- Planning and delivering a seasonal, multicultural, vegetarian & vegan menu for café and catering
- Leading food preparation, cooking and presentation to a high standard
- Supporting stock control, ordering and supplier relationships
- Developing and maintaining effective kitchen systems
- Supporting cooks, freelancers, apprentices and volunteers
- Maintaining excellent standards of cleanliness and ensuring compliance with all relevant legislation including food safety
- Reporting into regular staff meetings and contributing to organisational planning

## **SOCIAL VALUE**

- Clearly communicating and actively demonstrating Squash's mission, values and ethos around food
- Creating a welcoming, caring, inclusive kitchen environment for team members, volunteers and community participants
- Supporting learning and skills development within the kitchen, particularly for apprentices and volunteers
- Engaging positively with customers and community members, sharing knowledge and enthusiasm for good food

## **ENTERPRISE**

- Contributing to the financial sustainability of the café and catering through effective cost control, pricing and innovation
- Monitoring food costs, waste and margins, and providing information for financial reporting
- Supporting the development of the catering offer and responding to opportunities and requests
- Collaborating on promotions, events and seasonal offers
- Working with the wider team to grow income and strengthen the Squash food enterprise

## **SUSTAINABILITY**

- Co-designing menus that reflect Squash's food values: seasonal, sustainable, low-waste, ethical and accessible
- Working closely with the horticulture team to utilise Squash-grown produce
- Minimising food waste through creative menu planning, preservation and stock management
- Supporting environmentally responsible kitchen practices e.g. composting, climate-friendly menus
- Contributing to wider organisational understanding of sustainable food systems

## **PERSON SPECIFICATION:**

### **ESSENTIAL CRITERIA:**

- Minimum of 3 years relevant, recent experience in a professional kitchen, including leadership responsibilities (within last 2 years)
- Food Hygiene Level 2

### **Experience and knowledge**

- Strong experience as a chef/cook, including menu planning and leading kitchen service
- Experience of vegetarian and/or vegan cooking
- Knowledge of food safety, hygiene and kitchen compliance
- Experience of managing stock, ordering and cost control
- Experience of supervising or supporting others in a kitchen environment

### **Skills**

- Ability to cook high-quality, delicious and creative food
- Strong organisational and time management skills
- Ability to lead, motivate and support a diverse team
- Clear communication skills, both written and verbal
- Ability to work independently, prioritise and problem-solve

## **Values and approach**

- Commitment to sustainability, low-waste cooking and ethical food systems
- Enthusiasm for community-focused work and inclusive practice
- Alignment with Squash's values of creativity, inclusion and food justice

## **DESIRABLE CRITERIA:**

- Experience of working in a social enterprise or community food setting
- Experience of catering and event-based food delivery
- Experience of working with volunteers or training others
- Knowledge of local and ethical food suppliers
- First Aid qualification

## **OTHER INFORMATION**

Training and mentoring will be available to the postholder. Training needs will be assessed upon appointment and both internal and external training opportunities will be considered.

The post-holder will be required to undergo an enhanced DBS disclosure process.

The above represents a non-exclusive description of the duties involved in the position. Any additional responsibilities from time to time will be identified and agreed with the post-holder, Squash Business Manager and board of trustees.

Regular reviews in line with company planning will consider job descriptions, objectives and personal development. Revisions will be made in full consultation with the post holder.

## **TERMS AND CONDITIONS**

A probationary review by both parties will be held after 3 months

A one month notice period on either side (post review period)

The company's processes and practices are guided by a number of policies & guidelines. Current policies/guidelines that apply specifically to employees are as follows:

- Equal Opportunities Policy
- Vulnerable Adults Protection Policy
- Child Protection Policy
- Health and Safety Policy
- Food Guiding Principles
- Environmental Policy
- Staff Handbook

Where the company has no written policy at present, statutory regulations apply.

---