

Job Title *Sous Chef*

Reports to *Head Chef*

Job Purpose

We are looking for a Sous Chef to assist the Head Chef in managing the food production in our main kitchen, whilst supporting our team of chefs, kitchen porters and kitchen assistants.

Key Tasks and Responsibilities

- Be a visual and approachable culinary figurehead for Bekynton at Eton College;
- Ensure timely and efficient preparation of all core catering services whilst on shift within Bekynton and associated catering areas and venues within the College;
- Assist in menu planning, ensuring that food production meets Eton's expectation of delivering exceptional food and service within the independent school sector;
- Demonstrate a genuine passion for food and inspire colleagues to embrace culinary creativity and excellence;
- Advocate Food Safety and Health and Safety across all aspects of the catering operation;
- Act as the kitchen Health and Safety lead; liaising with the Bekynton Health and Safety champion; ensuring that all required documentation is completed and maintained; delivering relevant training; overseeing the kitchen health and safety risk assessment; and promoting a proactive, zero-tolerance approach to preventable accidents;
- Ensure that food allergen procedures and processes are followed when on shift;
- Ensure that all Food Safety and Health and Safety daily due diligence paperwork is completed to the standard required;
- Demonstrate strong financial awareness, working with the Head Chef to ensure commercial value in purchasing, giving value for money within budget parameters and to optimise cost saving and revenue generating opportunities to achieve budgets; to manage food wastage costs;
- Inspire, train and develop the kitchen brigade; contribute to appraisals and development plans; address performance concerns promptly and professionally; and support resource planning, including rotas, as required;
- Assist the catering operations at Dorney Lake when needed build effective working relationships with the team;
- Support and develop the hospitality operations working closely with the senior hospitality team; undertaking the lead chef role for functions when required;
- Support the Head Chef with environmental initiatives and contribute actively to reducing the College's carbon footprint;
- Represent Eton College professionally at external events, including culinary competitions;
- Carry out any reasonable request from the Head Chef, Executive Chef, a member of the management team or the Catering Director;
- To undertake any other duties as may reasonably be required of you in the post;
- All employees of Eton College are also expected to:

Last Updated: August 2026

This role profile highlights the key tasks and responsibilities of the role, it is not designed to be an exhaustive list of duties. Roles naturally change and develop over time and it is expected that incumbents will perform tasks which are not included within their role profiles.

- Develop a good understanding of safeguarding procedures, given all positions at Eton are classed as 'regulated activity';
- Demonstrate a commitment to safeguarding and promoting the welfare of children. This includes but is not limited to completing safeguarding training as required, complying with all safeguarding procedures and ensuring any safeguarding updates issued by the College are read and understood;
- Understand and comply with procedures and legislation relating to confidentiality;
- Display a commitment to and promotion of equality, diversity and inclusion.

Skills and Competencies Required

To be successful in this role, the incumbent should have:

- Previous kitchen experience in a similar role/environment;
- A Food Preparation and Cookery NVQ Level 3 or equivalent;
- A Level 3 Food Safety and Hygiene Certificate;
- A Health and Safety Level 2 (minimum Certificate);
- Certified training in Food Allergen;
- Excellent people management skills;
- A genuine interest and passion for good food;
- Great attention to detail and take pride in your work – you're keen to deliver the highest possible standards;
- The ability to communicate effectively with customers, clients and staff.

You may also enjoy this role if you:

- Have an organised and methodical approach to work;
- Have a flexible approach to work and a 'can do' attitude;
- Have the ability to work well under pressure in a fast-passed environment;
- Enjoy working on your own and as part of a team in a collaborative manner.

Working Pattern

- You will work 42.5 hours per week.
- You will be working 46.43 weeks per year. (34 weeks term time, 6 weeks summer schools and 6.43 weeks paid holiday entitlement)

Disclosure Checks

Eton College is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including, but not limited to, reference checks with past employers, an Enhanced Disclosure from the Disclosure and Barring Service (including Barred List information), an online search and, where applicable, Prohibition checks. If you are successful in your application, you will be required to complete a DBS Disclosure Application Form. Any information disclosed will be handled in accordance with any guidance and/or Code of Practice published by the DBS. The College is

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ROLE PROFILE

exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions, reprimands and final warnings (including those which would normally be considered as “spent” under the Act) must be declared, subject to the DBS filtering rules. It is a criminal offence for any person who is barred from working with children to attempt to apply for a position at the College.

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