

## Sous Chef



## Information about the post for candidates

### Our vision:

Girls Enjoying Success

### Our mission:

We foster fearless learners through inspiring education, exceptional co-curricular opportunities and meaningful partnerships, creating bespoke outcomes for every child: "Each of us is intended to have a character all our own, to be what no other can exactly be and do what no other can exactly do." (William Ellery Channing)



Our Unitarian ethos encourages our pupils to be intellectually curious, open-minded and respectful. We build on the power of an all-girls education to develop kind, confident, articulate young women who are ready for life's challenges.

Girls at Channing enjoy academic success from a tailored educational programme that encourages confidence, independent thinking and provides girls with life skills to take on the next stage of their education as thoughtful, responsive, socially aware adults, prepared for the challenges of the world today.

This emphasis on bespoke outcomes is at the heart of our five new strategic objectives, which you can find here: [Channing 2035](#).

Founded in 1885 by Unitarian sisters Emily and Matilda Sharpe and the Reverend Robert Spears, Channing School, named after notable American Unitarian William Ellery Channing, is well known as a successful, happy community. Remaining true to our Unitarian foundation, the School is an inclusive community that values the individual skills, spiritual beliefs, achievements and contribution of all members of the school community.

### Academic achievement

Academic results are excellent. Virtually all our sixth formers go on to University or other higher education institutions, some after a gap year. However, we believe that examination success is not solely the end goal of a pupil's journey through school, rather that it should be an enriching academic and extra-curricular experience that allows girls to develop skills, confidence, creativity and character, instilling in pupils a lifelong love of learning and a firm belief that anything is possible. Experienced, dedicated teachers offer a supportive, encouraging and challenging learning environment that allows pupils to achieve success beyond that which they might have thought possible.

### Community spirit

The Headmistress and members of staff know every girl personally and as an individual. We have a strong family tradition and an enthusiastic and supportive parents' association. The atmosphere is calm, focussed and purposeful. We set high standards emphasising concern and respect for the needs of others. A major feature of the school is the huge diversity of the extra curricular activities on offer to pupils and it is expected that all staff will contribute to this side of the life of the school.



## **Exceptional setting**

The school is in an attractive part of Highgate, with convenient transport links by road and underground. Visitors are often surprised at how light, green and open our site is. We have preserved the character of the older buildings, but completely refurbished and redesigned them to provide bright and spacious teaching rooms. An ambitious building programme, completed in 2017, provided us with excellent dining facilities, a Music Department, a new Sixth Form Centre, Sports Hall with fitness suite and a state-of-the-art Performing Arts Centre. We are currently developing a STEM building complete with DT facilities which is due for completion in Summer 2026.

## **The Position**

We are seeking a motivated and enthusiastic **Sous Chef** to join our friendly and professional catering team. This is an exciting opportunity to support the Chef Manager at the Junior School in delivering high-quality, nutritious, and child-friendly meals for pupils, staff, and school events.

The successful candidate will play a key role in the day-to-day running of the kitchen, ensuring excellent food standards, smooth service, and full compliance with food safety and hygiene requirements. You will also have the opportunity to contribute to menu planning, support special dietary and allergen-safe meal preparation, and promote sustainable kitchen practices.

The role is largely term-time, though the successful candidate will be required to work as required in the holidays up to 4 weeks per year. This is a physically active role in a busy kitchen

## **Job Description and Person Specification**

### **The postholder will join the School Catering Team and will work directly for the Junior School Chef Manager**

- Support the Chef Manager in the daily operation of the school kitchen
- Prepare, cook, and present food to high standards
- Assist with menu planning focused on nutrition, seasonality, and child-friendly meals
- Supervise kitchen staff and deputise for the Chef Manager when required
- Maintain high standards of food hygiene, health & safety, and HACCP compliance
- Support preparation of special diets and allergen-safe meals
- Assist with stock control, ordering, and inventory checks
- Contribute to food waste reduction and sustainable kitchen initiatives
- Assist with hospitality and special event catering
- Maintain a clean, safe, and organised working environment

The postholder may be required to work across the school should circumstances change

If you are passionate about good food, enjoy working as part of a team, and want to contribute to a positive dining experience for children, we would love to hear from you.

## **Knowledge and Experience**

Previous experience of working in a school	Desirable
Previous experience in a professional kitchen	Essential
Understanding of the importance of promoting and safeguarding the welfare of children and young people	Essential
Experience of working in a busy and sometimes pressured environment	Essential
Ability to work to strict deadlines	Essential

## **Qualifications**

Food Safety Level 2 Certificate (or willingness to obtain)	Essential
Culinary qualification or relevant kitchen experience preferred	Essential

## **Skills**

Good interpersonal skills	Essential
Ability to remain calm, patient and polite	Essential

## **Attributes and approach**

A professional and approachable manner	Essential
A flexible, 'can-do' approach	Essential
A good sense of humour and positive outlook	Essential
Self-motivated with the ability to take the initiative	Essential

## **Salary & Benefits**

- Competitive salary: circa 33,000 , dependent on qualifications and experience
- Working hours: 8:00 am - 15:30 pm, Monday to Friday, with 30 mins unpaid lunch break, 35 hours per week.
- The School will enrol you from the first day of your employment in a non-contributory pension scheme with the School contributing the equivalent of 10% of your salary on a monthly basis
- A free lunch is provided every day
- Use of School sports facilities when available
- Annual Flu Vaccination
- Employee Assistance Programme provided by Education Support
- Training and development opportunities available

## **Applications**

Applications are to be made via TES, by clicking [here](#). CV's will not be accepted in place of the completed application form.

Incomplete application forms will be returned to the applicant where the deadline for completed application forms has not passed. If you are unable to submit your application via TES please contact the HR department at [recruitment@channing.co.uk](mailto:recruitment@channing.co.uk).

Please note that once you submit an application via TES the system will automatically retain your details for a period of six months.

**Deadline for applications: 2 February 2026**

**Interviews: Friday, 13 February 2026**

*Channing School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. To assist in this, the school follows a formal recruitment procedure for the employment of all staff which adheres to the recommendations of the Department for Education (DfE) in "Safeguarding Children and Safer Recruitment in Education" and the school's Child Protection Policy. A copy of this procedure is available on request.*

*Subject to statutory provisions, no applicant will be treated less favourably than another on the grounds of a protected characteristic. Ability to perform the job will be the primary consideration.*

*In line with our Safer Recruitment Policy, all shortlisted candidates will be subject to online searches including social media and third party Safehire.*

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