

Job Description

Head Chef

Restaurant Isca and The Stables Cafe

Full Time Role

Borde Hill, Haywards Heath, West Sussex. RH16 1XP

About Borde Hill

Borde Hill is a family-owned Estate in West Sussex with a botanically-rich Garden and Parkland open to 70,000 visitors each year. Listed as Grade II* historic importance and set in 383 acres of an Area of Outstanding Natural Beauty, Borde Hill features one of the rarest collections of privately owned champion trees in the UK, and has a cultural calendar of events throughout the season. The Stephenson Clarke family have been custodians for five generations, and at a time of generational change are bringing new energy and opportunities aimed at diversifying the Estate, with a focus on hospitality, biodynamic estate-grown produce and sustainability. Located just 40 minutes from London, 20 minutes from Brighton, and 10 minutes from Gatwick Airport, Borde Hill is uniquely located to engage a wide audience, both nationally and internationally.

The Stables

The original 1906 Stables is being transformed into a series of dining destinations including a Pantry, Café (52 covers), Workshop space, and a stunning new glasshouse Restaurant and Bar (90 covers) overlooking the reimagined 'edimental' walled kitchen garden - all of which will embody an ethos of 'casual excellence'.

The Stables will be a new culinary destination in the heart of Sussex, celebrating nature, produce, people, and Borde Hill's plant heritage. Our food will be inspired by the changing seasons and the abundance of nature around us. We will use classic methods and the finest ingredients available each day from our biodynamic farm, to create seasonal, heartfelt dishes which bring the garden to the plate. We will also host a variety of small and large-scale events, ranging from guest-chef suppers to private functions.

The Stables will be served by produce grown on our 2-acre biodynamic Market Garden, and from foraging on the wider Estate. 2026 will also see the launch of a new Community Growing Garden at our farm, teaching local groups and schools to sow, grow, harvest, cook and eat together, bringing diverse communities together to celebrate the bounty of mother nature.

As Head Chef, you will lead the day-to-day culinary operations of our restaurant & café, ensuring consistently high standards of food quality, presentation, and hygiene. Working closely with the Executive Chef, you will contribute to menu development, manage kitchen staff, control food costs, and help build the reputation of Borde Hill as a destination for exceptional food. You will need to be hands on, lead by example and always be ready to jump in and assist with and manage all areas of the kitchen and operational areas.

Key Responsibilities

- Lead and manage kitchen operations on a daily basis, ensuring smooth and efficient service, including running shifts during all of the key trading times.
- Work in partnership with the GM and Exec Chef to create a culture of excellence amongst a young but committed team in a new hospitality business
- Collaborate with the Executive Chef on seasonal menu planning, recipe development, and sourcing of fresh, local ingredients using sustainable methods and practices.
- Train, mentor, and supervise kitchen staff, ensuring adherence to health and safety standards, food hygiene systems and kitchen best practices.
- Manage and maintain food hygiene and safety standards in compliance with current legislation.
- Manage stock levels, supplier relationships, and ordering to ensure optimal inventory control and minimal waste.

Salary:

£45,000-£55,000 per annum
(option for discounted accommodation on-site within package)

Hours:

Full time - 48 hours per week over 5 days including evenings and weekends

Start Date:

From 1st March 2026

Holiday entitlement:

30 days pro rata (including Bank Holidays)

To apply:

Email your CV & covering letter to:
stables@bordehill.co.uk.

Closing date:

5th December 2025.
Applications will be reviewed on receipt.

If you are in employment, please include your current notice period.

Borde Hill
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www.bordehill.co.uk

- Monitor kitchen costs and contribute to the achievement of food GP targets.
- Deliver catering for events and functions including weddings.
- Ensure the kitchen operates in a sustainable and environmentally responsible manner.
- Support the Executive Chef in developing the culinary brand and enhancing the visitor experience.

Knowledge, skills and experience needed:

(Please provide evidence in your Covering Letter and CV)

- Proven experience;
 - Head Chef (or Senior Sous Chef role) in a multi-faceted hospitality business, deally with a 2 Rosette or above level restaurant, minimum 3 years.
 - achieving 4 star or above EHO rating and on target internal Hygiene and safety audits, including indepth knowledge at Level 3 Food Hygiene certification level.
 - confident in handling allergens and dietary requirements
 - leading diverse teams including proven track record of developing sous chefs
 - developing and implementing manual processes
 - confidence in using digital platforms for stock management, HR, compliance etc
- Ideally experience in event catering and high-volume service.
- Excellent written and verbal communication, organisation and attention to detail
- Passion for seasonal, locally sourced produce and delivering high-quality, fresh food, and interest in garden-to-plate or sustainable food practices.
- An interest in and flexibility to work weekends, holidays, and evenings.

Borde Hill has a small, dedicated, professional and friendly team who embody a 'one team' culture. We want everyone to feel valued and fairly rewarded for the work they do and your package includes:

- Opportunities for professional growth and training
- A vibrant, collaborative work culture including time at the biodynamic market garden for all staff levels
- Daily staff meals
- A Borde Hill family membership allowing free entry to the Garden and Parkland
- Discount in the Borde Hill shop and catering outlets
- Free tickets for selected events throughout the open season
- Free access at selected times to our Partner Gardens (Chelsea Physic Garden, The Newt and Sculpture by the Lakes, The Lost Gardens of Heligan, West Dean)
- Free access to our wellbeing programme of events
- Free parking

We are an equal opportunities employer and welcome applications from all suitably qualified persons regardless of their race, sex, disability, religion/belief, sexual orientation.