

Job Description

Assistant General Manager / Restaurant Manager

Restaurant Isca

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 reimaged '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.

We are looking for an experienced and dynamic Assistant General Manager / Restaurant Manager to help shape and lead Isca - recruiting, inspiring and leading a new team to create the best restaurant in Sussex whilst driving excellence across all aspects of the guest experience. Reporting to the GM of The Stables, this is an opportunity to have real impact on the premium destination F&B offer at Borde Hill and working within a family-led business that is rooted in nature. The Assistant General Manager / Restaurant Manager will bring creativity to the role and inspiration and motivation to a new team and hospitality business of which you would play a key role in establishing and shaping.

Key Responsibilities

- Lead and manage the day-to-day operations of the restaurant, including running shifts during all of the key trading times ensuring smooth services, strong systems and attention to detail.
- Prioritise building a team to consistently deliver thoughtful, exceptional and memorable guest experiences.
- In partnership with the GM, manage staff recruitment, training and development to inspire and build a culture of pride, care and professionalism across the FOH team.
- Work in partnership with the Head Chef and Exec Chef to create and install a culture of excellence and ensure alignment and collaboration across departments.
- Ensure guest satisfaction and handle escalated feedback professionally.
- Deliver and maintain high standards of service, cleanliness, and compliance.
- Feed in to budget management and work actively with GM to ensure sustainable profitability of the operation, managing labour and resources effectively whilst never sacrificing standards.
- Plan and deliver events with senior management and kitchen teams.
- Ensure compliance on health & safety, licensing, and food hygiene compliance.
- Champion responsible and sustainable practices across FOH operations.

Salary:

£50,000-£60,000 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 April 2026, dependent on availability

Holiday entitlement:

30 days pro rata (including Bank Holidays)

To apply:

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

Closing date:

27th February 2026. Applications will be reviewed on receipt.

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

Borde Hill
Haywards Heath
West Sussex
RH16 1XP

01444 450326
www.bordehill.co.uk

Knowledge, skills and experience needed:

(Please provide evidence in your Covering Letter and CV)

- Proven experience;
 - Assistant General Manager / Restaurant Manager (or senior leadership role) in a highly regarded hospitality business, minimum 5 years, and ideally with opening experience.
 - Managing events
 - Understanding of restaurant finances and P&L management
 - Confidence in using digital platforms for stock management, HR, compliance etc
- Passion for connecting with guests and creating memorable experiences.
- Confident, calm and proactive problem solver
- A can-do, hands on approach to creating this exciting new F&B operation, happy to lead by example and build a vibrant team.
- Excellent written and verbal communication, organisation and attention to detail
- A passion for hospitality, creativity, sustainability and community
- An interest in being present on the restaurant floor 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.