

Job Description

Beverage Manager – Wine leadership

Restaurant Isca and Edie's Kitchen

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.

We are seeking an experienced, confident and service-driven Beverage Manager with strong wine leadership to shape and elevate the drinks programme across Isca, Edie's Kitchen and our Farm Shop beverage offer. This is a senior, floor-based role with particular responsibility for the vision, development and performance of our wine programme at Isca — ensuring it reflects the restaurant's identity: modern, feminine and joyful whilst remaining refined and special. The list is to be sourced from Europe to remain aligned with our sustainability goals. You will lead wine service with authority and warmth, mentor the team to deliver knowledgeable and intuitive recommendations, and guide the seasonal evolution of our lists in collaboration with senior leadership.

While wine leadership is central, the role also oversees beer, cocktails and coffee across both sites, ensuring consistency, commercial awareness and brand alignment.

Key Responsibilities

Wine Programme Leadership

- Lead the vision and seasonal development of the wine lists at Isca, ensuring balance, originality and commercial performance.
- Curate a list that reflects modern tastes whilst remaining elegant and confident.
- Manage supplier relationships, tastings, pricing strategy and margin performance.
- Oversee cellar management, stock rotation and inventory accuracy.
- Drive wine sales performance through team engagement and structured service rituals.
- Develop thoughtful pairing recommendations in collaboration with the kitchen team.

Salary:

£40,000-45,000 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:

28 days pro rata (including Bank Holidays)

To apply:

Email your CV & covering letter to:

stables@bordehill.co.uk

Closing date:

16th March 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

Floor Presence & Guest Experience

- Be a highly visible, polished presence on the floor, guiding wine conversations with confidence and charm.
- Elevate the guest experience through intuitive, engaging and refined wine service.
- Lead by example in standards of presentation, knowledge and service excellence.

Team Development

- Design and deliver structured wine training for FOH teams at all levels.
- Build confidence in upselling, storytelling and pairing recommendations.
- Mentor senior team members and nurture emerging talent within the drinks team.

Wider Beverage Oversight

- Provide strategic oversight of beer, cocktail and non-alcoholic lists across both concepts.
- Support the development of the Farm Shop beverage range, particularly wine retail.
- Oversee the coffee programme at Edie's Kitchen to ensure quality and consistency.
- Ensure responsible alcohol service and full licensing compliance.

Commercial & Operational Ownership

- Take responsibility for beverage GP, cost control and pricing strategy.
- Manage ordering, supplier negotiations and stock systems across sites.
- Work closely with General Managers on forecasting and performance analysis.

Knowledge, skills and experience needed:

(Please provide evidence in your Covering Letter and CV)

- Proven experience in a senior wine-led role (e.g. Beverage Manager, Head Sommelier, Senior Sommelier or equivalent).
- Strong wine knowledge with confidence in list curation and commercial performance.
- Experience managing wine suppliers, tastings, pricing and GP.
- A service-first mindset with a confident, engaging and refined floor presence.
- Experience leading and training teams in wine knowledge and service rituals.
- Commercial awareness and understanding of beverage cost control.
- Interest in broader beverage categories including beer, cocktails and coffee.
- Organised, collaborative and ambitious.
- A genuine passion for hospitality and guest experience.
- An interest in being present on the restaurant floor alongside experience of more operational aspects of the role, 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.