

## **BEVERAGE MANAGER (ISCA & EDIE'S)**

### **Reporting to**

Operations Manager

### **Location & Hours**

Full time, site-based across Isca and Edie's Kitchen. Includes evenings and weekends.

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### **About Borde Hill**

Borde Hill is a family-owned estate in West Sussex, set within 383 acres of botanical gardens and parkland. As part of an exciting new chapter, the Estate is developing a hospitality offering rooted in nature, sustainability and biodynamic produce.

The Stables will bring together multiple dining experiences — including Isca (a refined glasshouse restaurant) and Edie's Kitchen (a vibrant daytime bistro with retail) — all united by an ethos of *casual excellence*, seasonality and community.

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### **The Role**

As Beverage Manager, you are responsible for shaping and delivering the drinks experience across both Isca and Edie's Kitchen. You oversee everything from coffee and soft drinks through to cocktails, wine and bar service — ensuring each element reflects the identity of the two concepts while maintaining consistently high standards. You are both creative and operational — developing compelling beverage programmes while leading, training and inspiring the bar teams. You are hands-on, detail-driven and passionate about quality, service and guest experience.

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### **What You'll Be Responsible For**

#### **Guest Experience**

- Owning the drinks experience across both venues
- Ensuring drinks are consistently high quality, well-presented and served efficiently
- Supporting the floor and bar teams to deliver confident, knowledgeable and engaging service
- Handling guest feedback related to beverage with professionalism and care

#### **Beverage Programme**

- Developing and maintaining wine, cocktail, coffee and drinks menus across both concepts
- Ensuring alignment with each brand — refined and considered at Isca, relaxed and vibrant at Edie's
- Driving seasonality and creativity within the beverage offering
- Supporting pairings, upselling and overall guest engagement with drinks

#### **Operations**

- Overseeing day-to-day bar operations across both sites
- Ensuring bars are clean, organised, well-stocked and service-ready
- Implementing systems, standards and SOPs across all beverage areas
- Maintaining compliance with licensing, health & safety and food safety regulations

#### **Leadership & Culture**

- Leading, training and developing bar teams across both venues
- Creating a positive, professional and high-performing bar culture
- Leading from the floor and behind the bar during key service periods
- Driving strong collaboration between bar, floor and kitchen teams

#### **People Management**

- Recruiting, onboarding and training bar team members
- Delivering structured training across coffee, wine, cocktails and service standards
- Supporting performance management, development and progression
- Ensuring clear communication and regular team briefings

#### **Commercial Awareness**

In addition to the duties outlined above, you will be expected to carry out any other tasks as directed by the Management team, which are reasonable and fall within your capabilities. Your duties may be subject to change in line with evolving operational requirements.

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- Managing beverage stock, ordering and supplier relationships
  - Controlling GP, wastage and portioning across both sites
  - Supporting revenue growth through product knowledge and team training
  - Ensuring menus are costed, commercially viable and regularly reviewed

#### **Sustainability & Sourcing**

- Supporting sustainable sourcing and low-waste practices across beverage
- Working with suppliers aligned to Borde Hill's ethos
- Embedding responsible practices across coffee, wine and bar operations

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#### **How We Measure Success**

- Beverage offering across both sites is clearly defined, high quality and aligned with each concept
  - Drinks are delivered consistently and efficiently during all services
  - Bar teams are confident, knowledgeable and engaged
  - Beverage GP, stock control and wastage are effectively managed
  - Coffee, wine and cocktail programmes enhance the overall guest experience
  - Strong supplier relationships and sustainable sourcing practices are in place
  - The bar and beverage offering contribute meaningfully to revenue and reputation
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