Job Description
Restaurant Manager - Restaurant Isca

Full Time Role
Borde Hill, Haywards Heath, West Sussex. RH16 1XP

About

Borde Hill is a family-owned Estate in West Sussex with a botanically-rich Garden and Parkland open visitors each year. Set in 383 acres of an Area of Outstanding Natural Beauty, it's home to one of the rarest collections of privately-owned champion trees in the UK. Now in its fifth generation, the Stephenson Clarke family are diversifying the Estate with a focus on hospitality, biodynamic produce and sustainability.

The original 1906 Stables has been transformed into a series of dining destinations – Edie's Kitchen & Pantry (40 covers), a yoga wellbeing studio, and Restaurant Isca - a stunning glasshouse Restaurant and Bar (90 covers) overlooking our walled kitchen garden - all embodying an ethos of 'casual excellence'.

Inspired by the seasons, Restaurant Isca brings the garden to the plate with biodynamic ingredients from the Walled Kitchen and Market Gardens, and the dining room also hosts private events throughout the year. Open weekly from Wednesday to Sunday.

We are looking for an experienced, hands-on Restaurant Manager to lead the already critically-aclaimed Restaurant Isca. Reporting to the Operations Manager, you will recruit, inspire and lead the team to create the best restaurant in Sussex. This is a floor-based leadership role: you'll run service day to day, lead by example and take full ownership of the restaurant floor and every part of the guest experience.

Key Responsibilities

- Run and own the restaurant floor, leading key services in person and setting the standard for smooth, well-paced service, strong systems and attention to detail.
- Prioritise building a team to consistently deliver thoughtful, exceptional and memorable guest experiences.
- In partnership with the Operations Manager, 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 Exec Chef and Head 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 the Operations Manager 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-£55,000 per annum (basic + tronc) (option for discounted accommodation on-site within package)

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

Start Date:
November 2026

Holiday entitlement:
28 days pro rata (including Bank Holidays)

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

Closing date:
15th November 2026.
Applications will be reviewed on receipt.

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

Restaurant Isca
Borde Hill
Haywards Heath
West Sussex
RH16 1XP

01444 441102
www.iscabordehill.co.uk

Knowledge, skills and experience needed:
(Please provide evidence in your Covering Letter and CV)

- A genuinely hands-on, lead-from-the-front manager who is happiest on the floor running service, with flexibility to work weekends, holidays and evenings.
- Proven experience;
    - Restaurant Manager (or senior leadership role) in a highly regarded hospitality business, minimum 5 years.
    - Managing private dining and premium 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
- A confident, calm and proactive problem solver, with an excellent eye for the detail
- A can-do, hands-on approach, 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

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.