DURHAM INTERNATIONAL SCHOOL

Pastry Chef Job Description

Job Title:	Pastry Chef
Reports To:	Food & Beverage Manager
Location:	Nairobi

Position Overview

The Pastry Chef is responsible for creating and delivering exceptional desserts and pastries that elevate the dining experience and reflect the establishment's commitment to culinary excellence. This role demands creativity, precision, and leadership to ensure the highest standards of quality, innovation, and consistency in all pastry offerings.

Key Duties and Responsibilities

1. Recipe Development & Innovation

- Design and innovate recipes for a diverse range of pastries, desserts, and baked goods.
- Experiment with flavors, textures, and presentation to achieve culinary excellence.
- Stay informed about emerging trends in pastry and baking, integrating innovative techniques and ingredients.

2. Production Oversight

- Manage the day-to-day operations of the pastry kitchen, ensuring timely and high-quality output.
- Coordinate with kitchen staff to maintain a seamless workflow.
- Conduct regular taste tests and inspections to guarantee consistency.

3. Menu Planning

- Collaborate with chefs and management to develop and update pastry menus.
- Introduce fresh and appealing offerings aligned with culinary trends and customer preferences.

4. Quality Control

- Implement and uphold rigorous quality standards for all pastry items.
- Ensure consistency in taste, presentation, and portioning.

5. Ingredient Sourcing & Supplier Relations

- Select and source high-quality ingredients with a focus on freshness and sustainability.
- Build and maintain strong relationships with suppliers to secure a reliable and diverse inventory.

6. Team Leadership & Development

- Lead, mentor, and inspire a team of pastry chefs and kitchen staff.
- Provide training on techniques, recipes, and professional development.
- Foster a positive and collaborative work environment.

7. Kitchen Management

- Oversee the cleanliness, organization, and efficiency of the pastry kitchen.
- Manage inventory, ordering, and budgeting for the pastry department.
- Ensure compliance with food safety and hygiene regulations.

8. Customer Interaction & Feedback

- Collaborate with frontline staff to address customer inquiries and special requests.
- Adapt offerings based on customer feedback to enhance satisfaction and loyalty.

Required Qualifications

Academic Qualifications

- Diploma or Degree in Culinary Arts / Pastry & Baking.
- Certificate Programs in Baking & Pastry.
- Advanced Pastry Programs specializing in chocolate work, sugar art, plated desserts, or international pastry styles.

Professional Qualifications

- Minimum of 5 years' working experience in a professional pastry kitchen.
- Certifications in Food Safety and Hygiene.
- Current Food Handler's Certificate.
- Specialized certifications (e.g., chocolatier, artisan bread) are an added advantage.

Required Skills

Technical Skills

- Mastery of pastry techniques (lamination, tempering, sugar work).
- Expertise in recipe development and menu planning.
- Strong knowledge of flavor pairing and presentation.
- Skills in chocolate sculpting and sugar crafting for decorative and complex desserts.

Soft Skills

- Proven leadership and team management abilities.
- Creativity and innovation in pastry design.
- Attention to detail and precision in execution.
- Strong organizational and budgeting skills.
- Effective time management to meet deadlines and coordinate multiple components.
- Commitment to food safety and hygiene standards.

Key Attributes

- **Patisserie Expertise:** Ability to craft a wide variety of pastries, desserts, and baked goods.
- **Creativity**: Capacity to design new desserts that combine flavors and aesthetics.
- **Attention to Detail:** Precision in measurements, techniques, and presentation.
- **Adaptability:** Ability to respond to customer preferences and emerging culinary trends.

How to Apply

Interested applicants are invited to send an application by email to hr@durhamkenya.com by **4th December 2026.** No applications will be accepted after the closing Date.

Applications should include all the information listed below:

- A letter of application addressed to The HR Manager, of no more than one side of A4, explaining why you would like this role and the skills and experiences you can bring to it.
- A fully completed Durham International School Non-Teaching Application Form ***Click here***
- The names and accurate addresses, email addresses and telephone numbers of three referees, two of whom must be your recent and current employer, to be completed in full in the Application Form.
- Please be advised that an incomplete application form or an application that does not provide a Covering Letter and Durham Application Form as stipulated, will unfortunately not be considered. Applications will be reviewed as they are received.

Confidentiality

References will only be requested at short-list stage and we will let you know before we approach referees.

Start date

Candidates should be available to start Immediate.

Safeguarding Statement

The school is committed to safeguarding and promoting the welfare of children. The successful candidate will be required to adhere to the school's safeguarding policies and undergo appropriate background checks before employment.