

Job Description

Head Chef

Location	Near Darlington, North Yorkshire
Reports to	General Manager
Direct reports	Team of three chefs and two kitchen assistants
Contract type	Full-time, permanent
Hours	45 hours per week — day and evening shifts, weekend availability required
Salary	£17-£19 per hour (~£40,000-£45,000 p/a)

ABOUT THE ROLE

Kip & Nook is a boutique luxury and lifestyle destination set across 250 acres of stunning North Yorkshire countryside, just 10 minutes from Darlington. This role is split across our two food & beverage venues: The Workshop, our bar and social hub at the heart of the site, and Alberto's Farmhouse, our Italian-inspired restaurant serving brunch and dinner seven days a week to hotel guests and local visitors alike.

This isn't a corporate kitchen — this is a place where food is cooked with care, served with warmth, and built around the belief that a great meal should feel like coming home. And we're looking for someone to lead it.

This is a rare opportunity: genuine creative and operational ownership of the kitchen across both venues, within one of North Yorkshire's most exciting independent hospitality businesses. You'll set the menus, lead the team, and shape the kitchen culture.

RESPONSIBILITIES

Creative & Menu

- Creative ownership of menu development across both venues — designing, developing and evolving dishes that reflect our Italian-inspired farmhouse identity and The Workshop's bar and social menu.
- Driving seasonal specials and new concepts, keeping the offering fresh, considered and exciting.
- Working closely with our Marketing Manager to showcase dishes, specials and kitchen stories across our channels.

Leadership & Team

- Leading, mentoring and inspiring a seasoned Kip & Nook team of three chefs and two kitchen assistants.
- Fostering a positive, high-performing kitchen culture built on respect, craft and pride.
- Supporting the ongoing development of your team, identifying opportunities for growth.
- Rotas and scheduling based on events and bookings, in collaboration with your team.

Operations & Standards

- Maintaining the highest standards of food hygiene and kitchen safety, ensuring full compliance with all relevant legislation.
- Owning the quality and consistency of every service, across both venues.
- Overseeing stock management, supplier relationships and ordering alongside your team.
- Monitoring food costs and margins, and minimising waste.
- Ensuring the kitchen is always clean, organised and operating to the standard Kip & Nook deserves.

WHAT WE'RE LOOKING FOR

- Proven experience as a Head Chef, or a Senior Chef ready and hungry to step up.

- A genuine passion for Italian-inspired, local ingredient-led, quality-driven cooking.
- Strong leadership — someone who brings the best out of the people around them.
- Solid understanding of food hygiene, allergen management and kitchen compliance (Level 3 Food Hygiene preferred).
- Commercial awareness, including food costs, margins and supplier relationships, and the ability to sit in management meetings with the other leaders at Kip & Nook and Alberto's.
- A creative, entrepreneurial spirit — someone who sees this as an opportunity to build something, not just fill a role.
- Flexibility across brunch and dinner service, including weekends.

SCHEDULE

- Day and evening shifts.
- Weekend availability required.
- 45 hours per week.

WHAT KIP & NOOK OFFERS

- £17-£19 per hour (~£40,000-£45,000 p/a).
- 45-hour contract.
- Full creative and operational ownership of the kitchen and menu.
- Staff discounts on food and drinks.
- 28 days annual holiday.
- Pension contributions.
- Discounted stays at Kip & Nook for you and your loved ones.
- Access to our on-site wellness facilities — saunas, ice baths and padel courts (and a gym coming soon).
- A people-first team that values personality as much as skill.
- The chance to be part of something genuinely exciting, and put your stamp on it from day one.

HOW TO APPLY

Please send your CV and a brief note about yourself to recruitment@kipandnook.com. Our Management Team will be in touch.