



Job Title: Senior Baker

Location: Depending on joining date in our brand new site on Essex Road, Islington!

Contract: Full time (45hrs per week over 5 days) Your time will need to be reasonably flexible throughout the week.

Salary: Competitive rate; please enquire for further detail. £14+ experience depending.

Application closing date: Ongoing. We will make our hire when we find the right candidate so please be prompt with your application if you would like to maximise your chances of success.

Why work for us?

Sourdough Sophia is truly a bakery born in the community. During lockdown we set up a micro bakery from our dining room and founded Sourdough Sophia to change the way in which us Brits consume bread one loaf at a time.

Within a couple of weeks we attracted huge queues down the road from our little flat and quickly ran out of space. So, with the help of a successful kickstarter campaign and nearly 600 backers from the local community, we opened the doors to our bakery in 2020, only 8 months after we baked our very first loaf.

Before we opened, we made the firm commitment to bake the most delicious sourdough, serve the most incredible coffee alongside our delicious bakes and level up how we treat our staff by creating a positive and supportive working environment for all. Well, now that we've been serving and inspiring the community for over 3 years now, we need someone to come onboard and drive our business to the next level!

Our priority is people.

Sourdough Sophia is family first. Everyone in our team is valued, supported, loved and their progress is nurtured. Our mission is to fix the way in which staff are treated in the hospitality industry. Working in hospitality is always going to be hard, but it shouldn't be unfair. We believe that hard work done the right way can be the most rewarding experience for you.

We are set to do things differently. No night shifts, fair pay, supportive and positive working environment in which you can feel safe to take risks, make mistakes and learn.

We are set to expand over the coming years and we are looking for incredible talent to help us achieve our ambitious goals! Help us fix the way in which we perceive bread in society and fix the broken food system together, one loaf at a time!

Join our team, and you will:

- Be part of an incredibly close-knit team with a detailed understanding of baking, cooking, hospitality and coffee
- Have excellent opportunities for career progression in a company with big goals.
- Be given paid training opportunities
- Enjoy staff perks, including staff massage, free lunch, free coffee, pastries and bread every day, access to specialist third-party staff wellbeing services and more.

Why this role?

This is a once in a lifetime opportunity to get stuck into a brand new store opening, work with our team of bakers and build new relationships with the locals. Our new site in Essex road is absolutely amazing, an inspiring space to visit for our customers but also an incredible place to work! This is the perfect role for someone experienced in sourdough baking, with a passion for leading a great team, driving our business and products to the next level. You will have the opportunity to use your talent, experience and initiative to have input in shaping the space and operations of our new site, develop new relationships with local customers, flex your baking skills, and truly be proud of your creations! Along with the support of our leadership team and the owners, you will get the chance to make your mark on this wonderful and fast growing business.

Key responsibilities of the role

As a senior baker you will be a vital part of our incredible bread team. You will be working closely with your team and your production manager to ensure that we are baking some incredible sourdough, the production is running smoothly, the team are motivated and raring to go, and the quality of our produce is top notch!

You'll play a role in innovation, new ideas and new menu items. Ideally you would have had at least 3 years experience as a baker in a professional environment and are confident with everything to do with sourdough baking.

Your responsibilities include:

- You have perfected your role as a Junior Baker and are ready to take on more responsibility with leading the team.
- You take a leading role in hiring, team training and onboarding new staff.
- Making sure that the entire bread team are completing their tasks to the highest quality and on time, and that they are all taking sufficient breaks and lunches.
- You also make sure that hygiene standards are maintained at the highest quality.
- You innovate within the baking production and menu, coming up with new ideas for the menu and in the production to increase quality and efficiency.
- You are responsible for consistency in the baking production, making sure that all products that we sell are of a consistent high quality and of uniform shape and appearance where possible.
- You recognise knowledge gaps in the team and report back to the head baker and contribute to making trainings plan to address those gaps going forward.
- You work closely with the production manager and General Manager on deciding production quantities for the next week.
- You make sure that stock and ingredients are looked after, stored correctly and reordered when necessary. You also inform the production manager of any changes that need to be made to ordering quantities and standing orders.
- You keep on top of your share of administrative tasks and record keeping, as well as making sure your team do the same (e.g. fridge temp records and covid forms).

What experience and traits do you need for this role?

- Be a people person, motivated to lead and support a talented team!
- Be methodical and diligent and have good attention to detail.
- Be passionate about eating, baking, tasting, and teaching others how to be the same.
- Have an unwavering determination to make delicious sourdough bread.
- Have at least three year's experience of baking in a professional environment.
- Be patient, calm; a natural teacher.
- Be committed to Sourdough Sophia values of nurture, kindness, honesty and aiming high.

Benefits:

- Competitive salary
- Free massages and other wellness treatments including spa treatments and fitness classes
- Unlimited support with professional therapists and counsellors and free mindfulness and meditation workshops
- Schedule 3 weeks in advance
- Birthday celebrations
- Staff friends and family discount
- Mental health support
- 28 day's holiday pay
- Pension scheme
- Flexible Hours
- No evening shifts
- Staff meal provided
- Free coffees all day long
- Fun, open and inclusive workplace environment

To apply for this position please do the following:

1. Send your CV to hr@sourdoughsophia.co.uk
2. Attach a cover note explaining a bit about yourself!