



Careers at Kapama

Executive Chef – Kapama Southern Camp

The welcoming and luxurious Kapama Southern Camp (<https://www.kapama.com/kapama-southern-camp/>) currently has a position available for an Executive Chef. The successful candidate will report to the Southern Camp Lodge Manager. Below are the requirements :

Outline of ideal candidate profile & skills::

The ideal individual for the position will be a 'Food Fundi', passionate about Food, People, Service, Training & Developing of staff with a well-developed concept of the importance of providing a world-class food experience to our guests. Furthermore he/she needs to have strong communication skills, be familiar with the latest trends and be able to think outside the box. Candidates for this position should be a natural leader, passionate about people, and also be a very strong verbal and written communicator as well as confident in hosting guests. These competencies include the following requirements:

Specific Job Skills:

- Energetic & proactive with a well-developed concept of importance of providing a world-class guest experience
- Ability to share information, teach and inspire others
- Strong people skills
- Ability to work under pressure and to tight deadlines
- Experience of working with diverse teams
- Diligence and self-motivative
- Lateral thinking ability
- Attention to detail
- Competent financial and IT skills
- High energy levels & drive to get things done
- Planning & organizing
- An appreciation of other cultures
- Introduce new ideas that will enhance the product and Kapama Southern Camp Brand
- Develop a learning culture

Qualifications and experience required:

- Culinary School Graduate.
- Min 5 years professional culinary hands-on experience in a similar role, in a 5-star boutique or Game Reserve
- Extensive menu development experience.
- Extensive plated service / A la carte experience
- Solid knowledge of health and hygiene in the kitchen.
- Extensive purchasing experience.
- Extensive stock take and food control experience.
- Familiar with latest trends.
- Hospitality and service training experience.
- One word a 'Food Fundi' that is passionate about Food, People and Service

Personality:

- Excellent communication and interpersonal skills
- Positive attitude, self-motivated, confident
- Sense of humour, Sense of adventure, Sense of fun
- Flexible
- Strong time-management skills
- Demonstrable team member qualities



Leadership

- Strong leadership & mentoring skills - Listen, Inspire & Empower the team to perform at their bests
- Make the team feel valued in order to assist you in driving the department
- Develop a learning culture
- Strong management skills
- Problem solving skills
- Be honest
- Be transparent – open and fair
- Show respect
- Be empathic – listen first – be considerate

Pan African Cuisine – preparation and maintenance of standards:

- Work closely with the LM when it comes to the development of new dishes and menus
- Ensure meals are checked & preparation lists / recipes are followed
- Ensure that all food dishes are freshly made
- Control the usage of food supplies
- Continually strive to produce creative, world class cuisine & Inspire chefs brigade to new levels of creativity
- 4-day menu set according to Food Styling Guide and Recipes
- Up to date with What is Hot & What is Not for Southern Camp Food
- Be aware of Special Diet Requirements and Tailor-made guest's food experience
- Staff food preparation and management
- Pre-order for special events and holidays

Health & Hygiene:

- Provide a safe working environment for all staff by ensuring regular training on use of chemicals/equipment
- Adhere to the highest health and hygiene standards
- Manage and recycle waste
- Know who is first aid trained and that the first aid kits are fully stocked and accessible to kitchen staff
- Ensure that you have knowledge on the usage of firefighting equipment
- Be proactive with maintenance – report any issues as they arise

Guest & Food Service:

- Maintain quality and styling of plated service, being it for breakfast, lunch, high tea or dinner - Be hands-on
- Always plan to accommodate unusual dietary requirements: Children, vegetarian etc.
- Make personal contact with every Guest once during their stay
- Be flexible when receiving unexpected requests from guests
- Have a rain management plan in place
- Have a heat management plan in place – guests, staff and suppliers
- Do all things “Through the Eyes of the Guest”

Training:

- Be open to learning & training – be actively involved with on the job training
- Do regular training of new recipes and menus
- Do on the job training necessary to maintain the BOP standards set
- Induct all new employees as per the Inductions Program

Literacy and Numeracy & Computer skills

- Fluent in English (speak, read and write)
- Excellent literacy skills (writing of emails, viewing web pages)
- IT skills & Computer literate



Stock Control:

- Maintain Food Cost per Guest (Rand value) monthly in line with Budget allocations vs Occupancy %
- Maintain the food cost system and make adjustments to stock sheets according to seasonal prices
- Do stock take of all food on the last day of each month
- Count everything, every time to get an accurate food cost for the month
- Control budget lines and hand in weekly invoice with correct budget line allocation codes
- Issue the correct amount of food for the Guest count at the beginning of the day – Portion Control
- Maintain cost and quality control
- Check, control and manage stores and rotate stocks in fridges & freezers daily – First In ... First Out ...
- Responsible for all daily and weekly food orders (storerooms, fridges, deep freezers)
- Have knowledge of products, suppliers, prices and current stock & negotiate the best price vs best quality
- New suppliers to be sourced researched and visited
- Ensure there are sufficient cleaning materials and chemicals in stock
- Quality and quantity of snacks for game drive to be spot checked and BOP's maintained

Communication, Care, Checking and Control:

- Have a weekly meeting with the kitchen team
- Ensure all constructive guest feedback is acted upon
- Check and control all preparation of dishes
- Organize staff routine and leave structure on a roster
- Take and keep an attendance register for the entire department
- Take disciplinary action, when necessary, as detailed in the Policies and Procedures manual
- All kitchen equipment manuals and guarantees should be filed away for reference
- Ensure every member of your team knows what their responsibilities are & have a development plan in place

People / HR:

- Inspire, Stimulate and Lead the Team under your leadership.
- Manage leave cycles and training files as well as the log of staff leaves on the ESS system
- Staff development & training – ensure areas of weakness are identified are remedied with training sessions.
- Staff management & discipline. Do not threaten the staff with dismissal
- Staff welfare & staff morale – show appreciation for work well done
- Good staff hygiene and appearance

Salary & other package details:

- Monthly package- negotiable depending on experience and qualifications
- Live-in position with meals on duty
- Pension fund
- Staff bed nights
- Work cycle – 21 days – 7 days off
- Annual leave – 15 days

If you have the skills and experience, we are in search of, with the necessary qualifications and you are interested in a career in a 5 * lodge environment, I would love to hear from you. Please email me your CV along with a recent head-and-shoulder photograph and details of three contactable references to hanli.roberts@kapama.co.za and trichia.Jacobs@kapama.com

Certificates must be presented during the interview process.