AQUA

The following is a step by step guide for Aqua Head Chefs, which in conjunction with the Head Chef's job description, outlines the expectations for the effective running of Aqua kitchens.

1. Creative and inventive – Have the flair to want to excite through your own creativity and NEVER be afraid to show that creative side to the business through new dishes and ideas
2. High energy – Come into each day / shift with the level of excitement that creates a buzz in the kitchen and creates the atmosphere that everyone wants to work in
3. Be passionate about food – Make sure that from delivery through to leaving the pass that the produce used to create that dish has been stored, loved, and treated with the respect it deserves. Make sure that every dish served has been cooked and finished with the passion it's deserves
4. Inspirational leader – Be inspirational, lead from the front always. Never do what you wouldn't expect from others and NEVER be afraid to make mistakes as that's what makes us bigger and better. Share your mistakes with your team members as you always need to ensure that they are learning and developing through you
5. Be presentable – always be clean, presentable at all time, remember your team is looking at you so look like the leader you are, lead from the front, set the example and then expect nothing but the same from your team, clean and well presented
6. Drive your team – Always push the team, never settle for mediocrity, always strive for the best and ALWAYS have the ambition to want to be the best version of you
7. Recruitment – Recruit with the purpose of making your team better than it currently is, invest in those initial steps with any applicant to find out if they are what you truly need. Never panic recruit and never recruit without purpose
8. Set clear and achievable goals – Don't set goals that are unrealistic but DO set targets that you have to strive to reach as that's what makes us better, give your team goals that make them the best version of themselves
9. Invest in your team – Make them everything in points 1-7 and you'll have created a high performing team that not only makes the smooth running of the kitchen easier but means a very productive and established team

10. Financially aware – You must be a margin driver and deliverer, understanding all aspects of delivering margins through food and labour. Know your suppliers and what you're paying for produce. Understand specification management and the importance of this in delivering your margin, wastage impact, stock takes every four weeks, independent internal stock takes where you'll accurately count the stock with our Aqua representative, as this gross profit figure will be the accountants final figure on the P&L

11. Kitchen equipment – Make sure you analyse and maintain your equipment. Ensure equipment is clean, treated with respect and if there is a problem, report it asap

12. Kitchen communication – Always make sure your team has all of the the information they need to succeed, particularly knowing the business levels so that ordering, prep levels, annual leave and rota's can be given careful consideration and managed appropriately

13. Training – Be a great Aqua trainer playing an active part in our Aqua Futures so your team feel their invested in and have a development pathway into future with Aqua and beyond

14. Teamwork – Always ensure your team have a strong work ethic and respect for each other. Build a culture where the team have each other's best interest i.e. not leaving the section empty or prep levels low, and always being willing and prepared to cover if possible, setting THE BEST example.

15. Kitchen Cleanliness and organisation – Always keep a clean kitchen, be proud, ensure all cleaning checklists are completed as that's when you know it's clean, NEVER allow a team member to leave without a full clean down ready for there colleague to start the shift. NOBODY likes to walk onto a dirty section, so ensure that everything has a home, and make sure that everyone puts stuff back in the correct place keeping your areas clutter free

16. Daily Tasks – Organise and set your own time management to complete the daily tasks required ie. Service briefing, ordering based on sales mixes, daily legislation, prep lists and team organisation, inputting supplier invoices into our Back of House system

17. Weekly tasks – Rota writing, sign off supplier spend, inputting sales mix, end of week financials, specials, fish of the day & LED menu design (every two weeks), check bookings and chase any pre orders, always check weather as this impacts business

AQUA

Everyday aim to be the best you and your team can be, they will be the complete representation of you and everything you believe in in a professional working environment.

It is really important that we are super critical as that's what makes us even 1% better, so please remember that feedback is designed to be constructive so take it positively

The most important aspect to any role in hospitality is our guests leaving our establishments with a memorable experience and a desire to return because we over delivered and exceeded their expectations.