



ATHENA
LEARNING TRUST

Head Chef

Applicant Pack

Closing date:

20/08/2026

Interview date:

TBC



Join Athena - Inspiring World-Class Education Together!

At Athena, we are a passionate and forward-looking educational organisation committed to providing world-class education and helping individuals **lead great lives**. Our core values of "**dream big, take responsibility**, and **be kind**" guide our mission to create a supportive and inclusive learning environment where everyone can excel and grow.

Job Title:

Head Chef

School Base:

Camborne Science and International Academy

Closing Date:

20/08/2026

Interview Date:

TBC

Vacancy Start Date:

ASAP

Contract Type:

Permanent, Fulltime

Salary:

£35,746.42 Anually

Being an Athenian

At Athena, we believe in the power of education to transform lives and shape a brighter future. We are dedicated to fostering a strong sense of community, where students, educators, and parents collaborate to achieve academic excellence and personal growth. Our commitment to "**dream big, take responsibility, and be kind**" underpins everything we do, inspiring our students to aim high, take ownership of their learning, and treat each other with respect and compassion.

We are inspired by wisdom, creativity and learning. Determined to create a world where all children get to go to great schools, our mission is to provide the knowledge and education to bring opportunities, choices and freedom.

If you want to be part of an inspirational team of big thinkers who will support you to develop your full potential and value your knowledge, passion, wellbeing and commitment, it sounds like you could be on your way to joining us and becoming an Athenian.



What makes Athena different

Our Commitment to you

We recognise that all of our people have a role to play in ensuring our students have access to world-class education and so each one is valued. We are committed to creating an inclusive and supportive work environment that promotes both personal and professional growth. We put staff wellbeing first and here are some of the benefits and perks you can enjoy as a member of our team:

Impact: positive outcomes for our students

Leaders: we see everyone as a school leader

Wellbeing: ensuring your time off is for you

Generous pension: the local government pension scheme

Employee Wellbeing Initiatives: support your physical, mental, and emotional health

Benefits: Enjoy access to various discounts, benefits, and rewards to enhance your lifestyle.

Join us on this journey to inspire greatness in ourselves and others. Together, we can create a brighter future and make a lasting difference in the lives of our students and the communities we serve.

People

passionate about making a difference in the lives of each other and our students

Development

investing in our employee's growth and development

No burn out

cut low-impact workload and champion staff wellbeing

Support

valuing our employee time and impact by investing it well and providing wrap around support

Flexibility

flexible working to promote work-life balance where possible



Role Summary

- As the Head Chef, you will be responsible for leading, innovating, motivating, and working with a kitchen team whose aim is to serve fresh, interesting, and nutritious school meals within budget which meet Government and the School's standards at all times.
- You will lead on developing a food and cookery curriculum for the whole school, managing food-related projects, and maintaining high aspirations for the future of food at the school.
- You will run dedicated cooking classes for children to impart vital kitchen skills and food knowledge.
- You will oversee the administrative, financial, safety, and operational tasks of the kitchen, ensuring full compliance with prevailing legislative frameworks.



What you will be doing

Build Knowledge

- Delivering a broad, balanced, and fresh seasonal 3-week menu cycle that allows for allergen issues and individual student dietary needs.
- Teaching and running cooking classes directly for children to develop their practical culinary skills.
- Employing a variety of methods such as taster days, parent events, theme days, and newsletters to promote school lunches and nutritional uptake.
- Contributing to school-wide development plans by instigating or collaborating on projects like an on-site herb garden and food recycling initiatives.
- Maintaining a sound foundation and higher-level knowledge of food preparation methods, baking, and multi-disciplinary cuisine.

Build Trust

- Creating a high-quality, hygienic, safe, and tidy kitchen environment which meets internal school criteria and external legislative standards at all times.
- Communicating effectively and relating well with all kitchen staff, wider school staff, parents, and pupils.
- Supporting kitchen colleagues through direct training, mentoring, and coaching in basic kitchen skills, hygiene, and safe equipment usage.
- Setting a clear standard of behavior for colleagues and students that is distinctively polite, honest, and friendly.

Prioritisation

- Adapting menu settings and catering food preparation to strictly meet allergen guidelines, specific individual needs, and special dietary requirements.
- Encouraging acceptance and inclusion by catering diligently to students with special dietary needs and supporting positive strategies for promoting equality.
- Creating a polite, honest, friendly, and structured kitchen environment that encourages children to select a balanced meal.
- Managing multiple strict deadlines daily to guarantee that fresh, high-quality meals are presented attractively and served promptly



What you will be doing

Clarity and Energy

- Consistently applying school behavior standards, dealing with children in a polite, professional, and friendly manner at all times.
- Delivering special event catering, on occasion and by agreement, which may fall outside of normal working hours.
- Inspiring enthusiasm for food, baking, and culinary education across the entire school community

Follow Up

- Reviewing food waste metrics, monitoring financial adjustments, and making active recommendations to the Operations Manager.
- Preparing, recording, and updating critical administrative data including staff attendance, absences, and monthly stock takes.
- Providing weekly and on-request management information, detailing the breakdown of meal numbers and meal costs.
- Tracking equipment condition, ensuring cleaning schedules are followed, and reporting faults, incidents, or complaints directly to the Business Manager or Headteacher.
- Maintaining absolute confidentiality of information acquired in the course of undertaking duties for the department

Leadership (UPS)

- Acting as a role model for the kitchen team, ensuring all staff wear correct uniforms and maintain exceptional personal hygiene standards.
- Ensuring sufficient staffing levels at all times, taking accountability for arranging appropriate authorized cover for absences.
- Proactively seeking, creating, and leading on training and induction opportunities (including fire evacuation, first aid, and equipment safety) that have a demonstrably positive impact on the team.
- Taking all necessary operational steps to guarantee the maximum security of kitchen supplies, equipment, and monies.

How you will be doing it

Dream Big

- Deliver value opportunities for world class education for all students

Take Responsibility

- To maintain confidentiality of information acquired in the course of undertaking duties for the department.
- Ensure Health and Safety and Safeguarding are at the centre of your approach.
- Take accountability for your own development and aspire to deliver the very best practice across all areas of your role.
- To attend staff meetings and school-based CPD days as required.

Be Kind

- To encourage acceptance and inclusion of all students.
- Support positive strategies for promoting equality and for challenging racial and other prejudice.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description. You could reasonably be asked to work out of our partner sites to support where required.





Qualifications

Qualification

- Studied to a minimum standard of GCSE (grade 9–4) or equivalent, in English and mathematics

Experience

- Experience of catering across multiple culinary disciplines.
- Proven experience of previously managing, assisting, or deputising an autonomous catering unit.
- Experience of leading a kitchen team and training them in basic kitchen skills.
- Strong knowledge of baking and specialized food preparation methods, including portioning, stock rotation, and ordering.
- Demonstrates resilience, determination, and positivity when working effectively in a fast-paced, busy kitchen environment.
- Competent use of administrative processes, IT systems, budget tracking, and basic reporting systems.
- Knowledge of the importance of health and safety and food hygiene in a catering environment

How to Apply

If you are passionate about our values and dedicated to making a meaningful impact on education, we invite you to apply. **Please complete the application form on My New Term** and tell us about how you connect with our values of "**dream big, take responsibility, and be kind**" and what you feel you can contribute to our team and our goal to deliver world class education.

Athena Learning Trust is committed to **safeguarding** and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. All posts are subject to Enhanced DBS clearance and appropriate pre-employment checks.

We reserve the right to close this advert and interview and appoint earlier than the advertised closing date should there be a good response to the advert, so early applications are advised.

Apply now

and experience the difference
in a rewarding and meaningful
career in education.