



Inver Restaurant
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Join us for a new year in spring 2024!

We are looking for some bright sparks to join our small but perfectly formed team, starting in early March 2024.

There isn't a closing date for applications: we'll commit when we have found the right people. However we do close for Christmas (and this year's winter break) from Sunday 17th December. If you want to visit us in person while the restaurant is open, this is your deadline. We expect to have most of the team on board by then.

About Inver

Inver is a multi-award-winning craft restaurant with six boutique rooms. We opened in 2015 to instant critical acclaim and have been listed among the UK's best restaurants ever since. Last year we were named Best Restaurant in Scotland and number 23 in the UK at the National Restaurant Awards; we're in the Good Food Guide's top 10 'Most Exciting' restaurants of 2022. Chef-owner Pam Brunton has been the Good Food Guide's Chef of the Year, is listed as Code Magazine's Most Influential Women in Hospitality and has recently been featured in iconic cookbook publisher Phaidon's global collection of 100 emerging chefs. We were one of the first restaurants in the UK (and the only one in Scotland) to be awarded a Green Michelin Star.

Inver is located right on the shore of Loch Fyne on Scotland's beautiful west coast. (The water is closer than some kitchens' dry stores!) The quality of the produce we use is unparalleled; shellfish and mackerel are straight from the waters outside; two local gardeners produce herbs, flowers soft fruit and vegetables for us; wild game is shot on the surrounding estates and wild berries and herbs picked from the hedgerows. Rare breed pork, lamb and Highland beef come from nearby farms. We make our own soft cheeses and yoghurt; kojis and misos; charcuterie and ferments.

Our craft skills ethos extends to the bar and restaurant, which makes its own tonic syrup, shrubs and bitters. There's a short creative cocktail menu. Produce from the gardens and hedgerows informs the drinks menu. We brew innovative beers in collaboration with a nearby brewery, and previously staff have led on their production. The wine list is almost 100% from low-intervention production with a focus on small producers. Talented friends make the stoneware plates, weave the wool cushions, carve the wooden spoons, and design the pictures and prints. We have six luxury cabins providing sleeping accommodation for guests adjacent to the restaurant.

Most importantly we value our people as highly as the produce. In a response to our Countertalk Culture workplace review (which we undertook voluntarily), one member of staff stated: "For the first time in my working life, I feel like nothing needs improving. We're valued, the philosophy is bang on, the pay is good, the people are nice, meals, snacks and heaps of support are available".



Inver

We take great pleasure in investing in our people- staff, small suppliers and guests- and watching them and our relationship grow. We have three qualified mental health first aiders on staff and do mental health awareness training for all staff with Kelly's Cause. Other skills training we've invested in through 2023 includes chocolate-making with former Inver employee Chloe at her own business Chocolatia, whose chocolates we now serve in the restaurant. Former employee-turned-herbalist, Ciara, is now supplying us with kombuchas and collaborating on cosmetics for the rooms. Previously we've made butter and soft cheeses with Robert at micro-creamery Wee Dalry Dairy; plus food growing, wine tastings, coffee training and more. We've had team trips out to remote islands with the seaweed diver; to fish for mackerel with our neighbours; to the local coffee roastery; to picnic on beaches accessible only by boat; and to the pub! You'll meet most of the suppliers and enjoy being part of a small friendly community who know each others' names and families, blurring the lines between life and work. We provide healthy and tasty staff meals, daily coffee and beers at the weekend!

The salaries we offer are generous and are complimented by the low cost of rural living and excellent tips. Everyone on staff is paid at least the equivalent of the National Living Wage for Scotland as a base rate, most people much higher. Tips are not included in the quoted salaries and commonly add £2-£3 per hour or £3k-£5k per year to your wage. For staff who want to stay with us for subsequent years, we offer a winter subsidy for January and February (when the restaurant is closed) of 50% of your regular wage. Accommodation costs can be mostly covered by the tips alone and previously staff have been able to live comfortably and easily save money for their futures, for travel in the winter break, or to finance their own projects.

If you're looking for a challenge, for a change of scenery or pace, or for a new take on what hospitality work and life can be (without sacrificing a quality career path) then please do get in touch.

What sort of people are we looking for?

Inver is a personal project by owners Pam and Rob - we share the same rota with you daily. We are a small, close team and we recruit for whole people, not just job titles. We'll give you what you need to flourish. In return we need some solid hospitality skills - exactly what, depends on what role you're going for. We want people ready to contribute to a proper Team; to put the wellbeing of everyone else on a par with their own personal needs. Compassionate, self-motivated and creative individuals do well at Inver. It's worth remembering that we are a restaurant: service is often fast-paced, and always requires juggling constantly competing deadlines and dealing with people with competing demands. Working days are energetic. If you thrive in this kind of environment, we can offer you so much more besides.

We are located 1.5 hours drive from the nearest city (Glasgow) so some appreciation for countryside activities and an ability to enjoy your own company are helpful! (That said we are good at entertaining each other too.) A car and driver's license is useful but not essential.

Permission to work in the UK is essential. We have applied for a Visa Sponsorship License which would enable us to employ people from outside the UK, but we won't have confirmation of that until late November. Prospective workers still have to organise their own working visa.

KITCHEN

Kitchen staff will start around 1st March for an opening date of Thursday 14th March. We close again after evening service on Sunday 15th December, meaning you have Christmas and New Years' off. Statutory paid holiday entitlement amounts to 22 days for the 9.5 months from 1st March-15th December.

Kitchen working hours vary throughout the year, from 45 hours in the quiet months up to 52 hours per week in the busy summer. Regular weekly shift patterns for 2024 will be three days off, four days at work (two 'straight' shifts and two 'doubles').

Second sous chef

We're looking for a second sous chef to work with our fantastic senior sous Ed. A sous chef must be highly organised, keen always to see the walk-in and freezers rigorously labelled and tidied, and able to undertake admin like orders and work schedules. You'll know when to delegate but also when to lead by example- whether it's emptying the bins or doing the tedious prep tasks no-one loves. You'll be the first port of call for junior members of staff with problems to solve and at times the person in charge in the kitchen, so compassionate people management and first rate communication and team-building skills must be demonstrable. We'll support you to develop those skills (as we continually work on our own). The role will demand excellent craft cooking skills and an eye for detail. You'll use your creativity as a practical tool to manage the flow of excellent produce from the surrounding gardens, waters and hillsides to the menu and to tell the story of our people, time and place. This may be a role for a pastry specialist chef looking for a different kind of progression; please talk to us if you might be interested.

Salary: £32,000 -£34,000 per annum, pro rata (plus tips on top)

Chef de parties

At Inver, chef de parties are responsible for dishes in their entirety so some experience with fish and meat prep, vegetable cooking and sauces is essential. Knowledge of cooking over fire or a willingness to learn would be a bonus! Pastry and sourdough bread baking experience is particularly welcome (a specialist pastry CdP or a full-blown pastry chef role is a possibility). Exemplary organisational and time management skills are essential, as is an ability get on with a small diverse team. Some people management and co-operation skills are necessary, as you will be sharing a section with at least one other chef de partie plus junior chefs or our frequent work experience visitors. You'll have a strong senior management team of two sous chefs and a head chef for support, training and inspiration.

Salary: £30,000 per annum, pro rata (plus tips on top)

Commis or demi chefs

We have room for a junior chef to support the chef de parties across the three sections of the kitchen. This would be suitable for someone with some professional kitchen experience already, who wants to take a step up to a more involved kitchen or is ready to progress from commis chef to a role with more responsibility.

Salary: £27,000 -28,000 per annum, pro rata (plus tips on top)

Kitchen assistant

A kitchen assistant role at Inver is an excellent entry point into a professional kitchen workforce. Yes, you will wash a lot of dishes! But there is also a lot of food preparation involved too, and continual exposure to a year's worth of excellent quality ingredients from the gardens, loch and hills. We invest time teaching; everything we do is done well and you'd quickly learn the essential basics of every kitchen while assisting with sauces, stocks, vegetable, fish and meat prep. As you and the role grow together you would find yourself with more responsibility and a greater understanding of how kitchens are organised.

Salary: £12 per hour (with tips on top)

FRONT OF HOUSE

Restaurant and housekeeping staff will start around 8th March for an opening date of Thursday 14th March. We close again after evening service on Sunday 17th December, meaning you have Christmas and New Years' off. Statutory paid holiday entitlement amounts to 22 days for the 9.5 months from 1st March- 15th December.

Front-of-house working hours are typically 40-45 hours per week. You will always have at least two days off in a week.

Server

A waiter or waitress will have a genuine love for food, drink and gracious service. Some previous experience in restaurants is an advantage, notably an understanding of the importance of team work and great communication, especially during the busy services. A familiarity with excellent ingredients, wine (especially 'natural' or low-intervention wines) and the skills of service are of course desirable. Coffee and cocktail skills and knowledge are of interest, but we can offer training in both too. Above all, what is essential is an open, friendly personality and a love of people and of hospitality itself. We can teach much of the rest and Inver is a great place to learn.

Salary: £13 - £14 per hour (plus tips on top)

General assistant

We are also looking for a general assistant to help with housekeeping and/or restaurant and kitchen work. Our senior long-term housekeeper Jo takes great pride in looking after our six beautiful boutique cabins and loves the excitement our guests share when she delivers their breakfast picnic baskets and check out after a dreamy stay. We need cover for Jo's days off (we are open 7 days in the summer months), and support for her and the front-of-house team during the working week. Experience is not essential, but some physical and mental energy and a willingness to learn fast are! For those who are interested, there may be occasional bar or restaurant shifts available too- potentially a good way to gain great restaurant experience and to learn a lot about fantastic food and drink. Some kitchen assistance is possible too.

Salary: £12.5 per hour (with tips on top)

