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Senior Management Roles for 2025 (and onwards...)

This is an exceptionally exciting moment in Inver's journey. Could you be ready to share it with us?

After several years with us, some of our senior management team are leaving us this autumn/winter. Head chef Nicola and Wine and Beverage Manager George are off to have a baby; and Restaurant Manager Lisa is changing career entirely! While we're heartbroken to see them go, we know that every new member of our growing family has something new to offer to the Inver project, and that through these changes we all get to grow, too.

We're now looking for special individuals to make these three roles their own.

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 16th December, and we would expect that prospective senior staff would visit us while the restaurant is open; perhaps even spend some time with us in the roles before we take a break. You would start for real in late February/early March 2025.

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 rock-solid hospitality skills. From our senior managers especially, we need people who share our values: community, compassion, craft, and climate. We want people ready to contribute to - and lead- 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 a Visa Sponsorship License which does enable us to employ people from outside the UK on managerial salaries. However, we know from experience that these visas can take several months to organise, and are expensive for both parties. We would only consider this for an exceptional application and the process would have to have started by mid-October at the latest and be intended to cover at least three years of employment with us. Prospective workers



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still have to organise their own working visa.

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, including Best Restaurant in Scotland and number 23 in the UK at the National Restaurant Awards in 2022; 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, listed as Code Magazine's Most Influential Women in Hospitality, and recently featured in iconic cookbook publisher Phaidon's global collection of 100 emerging chefs. We were one of the first restaurants in the UK (and still the only one in Scotland) to be awarded a Green Michelin Star. Pam's book "Between Two Waters- Heritage, landscape and the modern cook" was released in September 2024. Described as "a call to arms- a manifesto on a better way to feed the world", the book is already critically acclaimed. In short, we are a dynamic, progressive, creative and challenging place to work.

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 hedge- rows. 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. 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 includes chocolate-making with former Inver employee Chloe at her own business Chocolatia, whose chocolates we now serve in the restaurant. 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. Former employee-turned-herbalist, Ciara, is now supplying us with kombuchas and collaborating on cosmetics for the rooms. 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! 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".

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

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£3k-£5k per year to your wage. Accommodation costs can often be 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.

Accommodation is generally available locally especially in the nearby village of Strachur (7 miles). We also manage the lease for a beautiful cosy cottage in Strachur, with three bedrooms and two bathrooms, which is available for managers to rent. Alternatively there is accommodation available for Inver staff in Strathlachlan Caravan Park, a lovely 10 minute walk from the restaurant.

KITCHEN

Senior chef

This role could be a Senior Sous chef, or a Head Chef. Chef-owner Pam is always on the rota and present full-time in the business. Her role has morphed over the years according to the skills and aptitudes available elsewhere in the team- and she likes it that way!

To walk into a role as Head Chef at Inver, you would have to have demonstrable relevant experience in similar-sized business that broadly shares our ethos and style. This means experience effectively managing a team of approximately 10 people of varying skill sets and characters with compassion and clarity. It means experience managing the flow of seasonal ingredients from two or more gardens, plus farms, orchards, fishers, shorelines and hedgerows. You'd be adept at creating dishes and menus from these excellent ingredients, using your craft, skill, respect and creativity to present beautiful and delicious dishes while limiting waste and reducing stress for the team. Balance is key. You're able to run a pass for busy A La Carte and Tasting menu services, and present food on a plate to a high standard, with care for and attention to all the small details. You're in control of your own emotions and are able to communicate effectively and respectfully with the rest of the kitchen team and front of house staff, even during moments of high stress and constantly competing priorities.

A senior sous chef would be able to participate straight away in the management team, and to be an understudy for the head chef and Pam on their time away. 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 need to be comfortable running the pass for both busy A La Carte and Tasting menu services. 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 an experienced pastry specialist chef looking for a different kind of progression; please talk to us if you might be interested.

Salary: £34,000 (experienced sous) -£40,000 (experienced head chef) base rate per annum, pro rata (plus £3,000-£5000 per annum tips, on top). Senior staff staying with us for following years are offered a 'winter subsidy' to cover rent and bills for January and February, when the restaurant is closed.

A senior chef would start full time at the end of February/early March 2025. The rest of the kitchen staff will start around 7th March for an opening date of Thursday 20th March. We close again after evening service on

Sunday 14th 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 quieter months up to 52 hours per week in the busy summer. Regular weekly shift patterns for chefs for 2025 will be three days off, four days at work (two 'straight' shifts and two 'doubles') for the majority of the year, with variations in the quieter months.

FRONT OF HOUSE

Restaurant Manager

A Restaurant Manager at Inver is a role as broad as it is essential! For this role, you will have demonstrable relevant experience in similar-sized business that broadly shares our ethos and style. You will run the day-to-day of a busy craft restaurant, with its six rooms. A Restaurant Manager will undertake admin like rotas, orders, and cleaning and work schedules. You'll be responsible for the systematisation of the restaurant routines. A genuine love of food, drink and gracious service is of course essential! You'll also be responsible for presenting wines and serving food, and helping to train other staff in the finer details of great service. Some knowledge of wine is essential, particularly an understanding of 'natural', low-intervention wine and its production. Demonstrable knowledge of craft beer, coffee, tea and cocktails is also important. An open, friendly manner and ability to communicate with and motivate a diverse range of individuals is going to be a serious advantage. Mental health first-aider training with Kelly's Cause is available to enable you to develop the emotional support skills needed for this essential role.

Salary: £32,000 - £34,000 pro rata (plus £3,000-£5000 per annum tips, on top). Senior staff staying with us for following years are offered a 'winter subsidy' to cover rent and bills for January and February, when the restaurant is closed.

Wine and Beverage Manager

The Wine and Beverage Manager at Inver is a highly specialist role, intended for a creative individual with a vision of their own for the wine, beer, spirits, soft drinks, coffee and tea menus in a small craft restaurant. Your vision should chime with ours- we prioritise craft, from the farm, garden or vineyard, through the brewery, winery, kitchen or distillery, to our own bar and restaurant. Hand-made shrubs, cordials and kombuchas made from locally grown and picked herbs, fruit and flowers are integral to our offer. You'll have demonstrable experience working with wine suppliers and producers, designing drinks menus, and pairing drinks with food. You're confident with ordering supplies, managing a small cellar, and costing the drinks for the menus; minimising waste. You're comfortable with training staff, and sharing your passion and knowledge with them and with our guests. There's scope for plenty of your own personality and interests to shine here- and plenty opportunity to learn, too.

Salary: £30,000 - £32,000 pro rata (plus £3,000-£5000 per annum tips, on top). Senior staff staying with us for following years are offered a 'winter subsidy' to cover rent and bills for January and February, when the restaurant is closed.

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

You would start full time in early March 2025. Most of the restaurant (and housekeeping) staff will start around 14th March for an opening date of Thursday 20th March 2025. We close again after evening service on Sunday 14th 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.



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