



Inver Restaurant
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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, Restaurant Manager Lisa is changing career! While we're heartbroken to see her 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 a special individual to make that role 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 still have to organise their own working visa.



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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.

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.