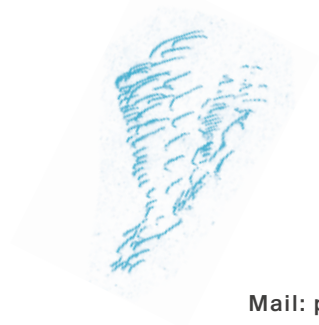




Inver Restaurant
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Join us for a new year in spring 2026!

We are looking for some bright sparks to join our small but perfectly formed team, starting in early March 2026.

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 14th 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.

Please send your CV and a covering letter to Pam, at the email address above.

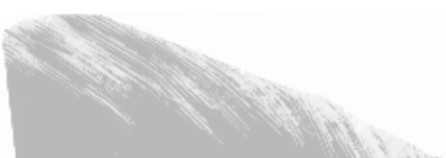
About Inver

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. Recently we were named Best Restaurant in Scotland and number 23 in the UK at the National Restaurant Awards. Chef-owner Pam Brunton has been the Good Food Guide's Chef of the Year, and has been listed as one of Code Magazine's Most Influential Women in Hospitality. 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 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 a Countertalk Culture workplace review (which we undertook voluntarily), one member of staff stated: "For the first time in my



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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".

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 offered includes chocolate-making with former Inver employee Chloe at her own business Chocolatia, whose chocolates we now serve in the restaurant. 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!

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 per hour or £3k-£4k per year to your wage. For staff spending the full year with us who want to stay with us for subsequent years, we offer a winter subsidy for January and February (when the restaurant is closed) intended to cover rent for those months. 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 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.

KITCHEN

Kitchen staff will start around Wednesday 4th March for a soft opening date of Thursday 19th March. We close for the winter after evening service on Sunday 13th December, meaning you'd have Christmas and New Years' off.

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Kitchen working hours average at 48 hours per week. Regular weekly shift patterns for 2026 will be three days off, four days at work (two 'straight' shifts and two 'doubles').

Sous chef

A sous chef would be able to participate straight away in the management team, and to be an understudy for the senior sous 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.

We'd hope that a member of senior management would stay with us for subsequent years, but at least till winter break on 14th December.

Salary: £34,000 - £36,000 base rate per annum, pro rata (plus £3,000-£4000 per annum tips, on top)

FRONT OF HOUSE

Restaurant and housekeeping staff will start around 11th March for a soft opening date of Thursday 19th March. We close again after evening service on Sunday 13th December, meaning you have Christmas and New Years' off. Front-of-house working hours are typically 40-45 hours per week. You will always have 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. A bar specialist role is a possibility.

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: £14 per hour (plus tips on top)