

## PASTRY CHEF INFORMATION PACK



The Larder West Lothian  
Registered Charity SC042554  
Company Number SC404466  
[www.thelarder.org](http://www.thelarder.org)



**Fighting Poverty and Hunger  
with Dignity.**

**We recognise that education is  
critical and food is empowering  
in supporting disadvantaged  
people to transition from  
surviving to thriving.**

**We solve tomorrow's problems,  
today.**

# ABOUT THE LARDER

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The Larder is committed to creating a more equal and just Scotland through the alternative economic model of social enterprise and calling for a Scotland without poverty, where everyone has the opportunity to achieve their full potential and the right to food is enshrined in Scots law.

We are a social enterprise that combats poverty and hunger, through 4 key strands:



## 01. TRAINING

for young people and adults who experience complex and multiple barriers to reaching their full potential.



## 02. SOCIAL FOOD

providing dignified responses to food insecurity and making sure no-one in West Lothian goes hungry



## 03. ENTERPRISE

projects that create solutions to social problems, improving life chances, the creation of living wage jobs and generating surplus to support the charitable aims of the organisation.



## 04. CAMPAIGNING

working with other charities to call on Governments for systemic changes that will eradicate poverty in Scotland .

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It is our mission to empower the most disadvantaged children, young people, adults and communities to improve their life chances, through access to learning and good food.

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**MISSION**

# OUR VALUES

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We live and breathe the values of Transformation, Compassion, Collaboration, Honesty and Quality, embedding these into every aspect of our organisation.



## TRANSFORMATION

We believe in the power of learning and food to create change for individuals



## COMPASSION

We make every effort to understand the feelings and emotions of every one of our beneficiaries.



## COLLABORATION

We recognise the importance of working with others to achieve change



## HONESTY

We act with honesty in leadership, decision making, policies and practice



## QUALITY

We provide high quality services supporting those most vulnerable in society.

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# ROLE PROFILE

<b>Job Title:</b>	Pastry Chef
<b>Reports To:</b>	Food Enterprise Lead
<b>Contract:</b>	Permanent - Part Time
<b>Hours:</b>	21 hours per week - Occasional evenings and weekend work will be required
<b>Salary:</b>	£30,944.12 pro rata to 21 hours per week
<b>Location:</b>	The Larder Training Academy, Brewster Square, Livingston, EH54 9BJ

**Closing Date:** Tuesday 17<sup>th</sup> June 2025

**Shortlisting Dates:** Wednesday 18<sup>th</sup> June 2025

**Interview Dates:** WC 23<sup>rd</sup> June 2025

**Are you passionate about using your baking skills to make a difference?**

**Join The Larder and play a key role in developing our pastry offering as part of our purpose-driven social enterprise. We're looking for a skilled Pastry Chef to create high-quality baked goods, support recipe development, and share knowledge with the team—helping us grow our customer base while maintaining the highest food safety standards.**

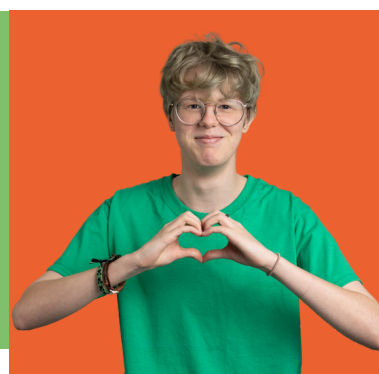
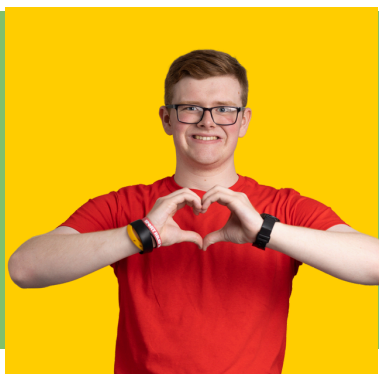
The Larder is a purpose-driven social enterprise using food to build a fairer, more inclusive society. Our cafés not only serve delicious, quality food but also create opportunities for training and employment for those facing barriers to work.

We're looking for a talented Pastry Chef with professional experience and a passion for baking to lead on developing our pastry range—introducing new, exciting offerings that will grow our customer base and complement our existing café menu. This role also involves supporting day-to-day baking operations, training staff, and ensuring the highest standards of quality and food safety are met.

If you thrive in a collaborative, fast-paced environment and want to use your skills to make a real social impact, we'd love to hear from you.

The post is for 21 hours per week with shifts rota'd in advance. Occasional evening and weekend working may be required. Travel outside the immediate Local Authority area may be required for the purpose of meetings and events.

The post is rewarding and you will be part of a wider team that includes hospitality, training and support staff based in various locations.



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# JOB DESCRIPTION

## Main Duties & Responsibilities:

### Kitchen Operations

- Create, prepare and bake exciting and delicious Pastry items for the café
- Produce baked goods including but not limited to laminated Danish, laminated croissants, cream buns and doughnuts etc.
- Develop recipes and follow current trends
- Ensure excellent quality throughout all baked products
- Provide training and guidance to other baking staff
- Support in the day to day production of baked products for the café
- Maintain excellent food hygiene and health & safety standards, ensuring full compliance with all regulations.
- Manage and maintain stock

### Menu and Recipe Development

- Contribute to the creation of seasonal, cost-effective menus that reflect the needs of the community/customers
- Assist with standardising recipes for scale and consistency

### Food Safety and Compliance

- Follow all food hygiene and health & safety regulations in line with HACCP principles.
- Complete and maintain accurate food safety documentation, including temperature records and cleaning schedules.

## Managing Self

- Time manage self and be able to balance conflicting demands and tight deadlines
- Work with line manger to put in place a CPD plan. Take ownership of the CPD plan and ensure that it is implemented and regularly reviewed
- Develop personal networks and ensure that key members of this network are aware of the benefits of networking with The Larder.

## Standard Responsibilities for all positions in The Larder

- Participate in any staff review/performance management processes involving the identifying and meeting of training needs for self and others.
  - Take appropriate responsibility to ensure the health and safety of self and others.
  - Pursue the achievement and integration of equal opportunities throughout all activities.
  - Undertake any other tasks and responsibilities appropriate to the level of this post.
  - Comply with all Larder policies and procedures
  - The Larder is committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults and expects all staff to share and promote this commitment.
  - Undertake other duties as required, in line with the level of the post.
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## **Practical Requirements**

- Able to work flexible hours and location as required
- Own car desirable

## **Staff Benefits**

- 29 days leave (inclusive of public holidays)
- 2 Health and Wellbeing days each year
- Company pension contribution of 3%
- Company sick pay scheme
- Opportunities to shape the future work of the organisation
- Access to company health and well being support
- Commitment to continued professional development

**To apply for the post, please send a tailored CV and covering letter to the post to [recruitment@thelarder.org](mailto:recruitment@thelarder.org)**

**The covering letter should be no more than one A4 side and should set out why you want to work with The Larder, expanding on the specific skills that you would bring to the post and how they connect with our values.**



Requirements	Essential	Desirable	Method Of Assessment
Knowledge and Experience	<ul style="list-style-type: none"> <li>Professional pastry chef experience in a commercial or community kitchen</li> <li>Strong knowledge and practical experience of HACCP and food safety standards</li> <li>Experience producing baked goods in volume while maintaining quality</li> </ul>	<ul style="list-style-type: none"> <li>Experience working in a third sector, training, or social enterprise setting</li> <li>Food hygiene qualification Level 2 or above</li> </ul>	CV and Interview
Skills	<ul style="list-style-type: none"> <li>Ability to manage portion control and stock efficiently</li> <li>Confident communicator with the ability to work within a team, sharing knowledge</li> </ul>		CV and Interview
Personal Attributes	<ul style="list-style-type: none"> <li>Passion for food as a tool for empowerment, community, and social change</li> </ul>		CV and Interview

# THE LARDER

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**[www.thelarder.org](http://www.thelarder.org)**

@LarderTraining



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Company Registration Number SC404466