



Landmark Development Academy

Commis Chef

Level: 2

Duration: 12 months

What's in it for me? You'll develop new skills and knowledge through working in sections within our fast-paced kitchens, learning from our Executive Chef and your own Development Coach.

Knowledge and Understanding (Know It):

- Identify how industry and food trends, customer preferences, seasonality, provenance and global environmental factors influence the development of dishes and menus
- Determine how technology supports the development and production of dishes and menu items in own kitchen
- Understand the principles of food preparation and cooking; traditional and modern cuisine; taste; allergens; diet and nutrition to produce dishes and menu items that meet business and customer requirements
- Understand, for each of the food groups below, the preparation, cooking and finishing methods used to produce advanced dishes. Preparation, cooking and finishing methods to include (as appropriate to each food group) construction, traditional, classical and modern skills and techniques, culinary science and contemporary styles, including the effects of preparation, cooking and finishing methods on the end product.
 - meat, poultry and game, including associated products such as terrines, pates and sausages
 - fish and shellfish dishes and products such as quenelles, mousselines and panadas
 - vegetables and vegetarian dishes, including vegetarian protein sources and specific dietary considerations and needs
 - dough and batter products, including fermented dough and batter products
 - paste and patisserie products
 - hot, cold and frozen desserts
 - biscuits, cakes and sponge
- Identify how to maximise yield and quality, and minimise wastage of ingredients and other resources
- Know how to produce dishes and menu items to standard whilst working in a challenging, time-bound environment

Skills (Show it)

- Support the development of and contribute to reviewing and refreshing menus and dishes in line with business requirements and influencing factors
- Use available technology in line with business procedures and guidelines to achieve the best result
- Demonstrate a range of advanced craft preparation and cooking skills and techniques to develop and produce quality dishes and menu items in line with business requirements
- Demonstrate advanced skills and techniques in producing the following to dish and / or recipe specifications:
 - meat, poultry and game dishes
 - fish and shellfish dishes
 - vegetable and vegetarian dishes
 - dough and batter products
 - hot, cold and frozen desserts
 - biscuits, cakes and sponges
 - paste and patisserie products
- Develop and use effective plans which reflect the most appropriate methods for maximising yield and minimising waste when producing quality dishes and menu items in line with business requirements
- Work methodically handling many tasks at once, directing others as appropriate, and ensuring they are completed at the right moment and to the required standard

Behaviours (Live it)

- Is proactive in researching and developing own skills and knowledge of industry and food trends and other influencing factors
- Use technology and equipment responsibly following reporting procedures and use training and supervision to ensure safe use of equipment
- Show commitment to developing skills and knowledge; trying and improving new ingredients and dishes; practicing and reflecting on a different preparation and cooking techniques
- Produce dishes and associated products that show skills, imagination and flair
- Promote efficient ways of working to team
- Remain calm under pressure to deliver the required outcome

Knowledge and Understanding (Know It)

- Know the food safety practices and procedures to ensure the safe preparation and cooking of food
- Know what to look for in ingredients and how to handle and store them to maintain quality, in line with food safety legislation

Skills (Show it)

- Prepare, cook and present food to agreed food safety practices and guidelines, ensuring a clean and hygienic kitchen environment is maintained at all times and food safety management procedures followed and recorded
- Ensure ingredients are stored, prepared, cooked and presented to deliver a quality product that is safe for the consumer

Behaviours (Live it)

- Take responsible decisions that support high standards of food safety practices
- Use a considered approach to managing ingredients to maintain their quality and safety

Knowledge and Understanding (Know It)

- Know how to brief, coach and motivate others positively to deliver high quality dishes and menu items
- Understand own role in building teams and inter-team relationships, and how to influence behaviours of team members both back and front of house
- Understand how to work with people from a wide range of backgrounds and cultures and recognise how local demographics may impact on the product range of the business
- Understand the methods available and importance of training and development to maximise the performance of self and team

Skills (Show it)

- Brief, coach and motivate others to produce high quality dishes and menu items which are delivered on time and to standard
- Maintain harmony across the team and with colleagues in other parts of the organisation, identifying and dealing with problems constructively to drive a positive outcome
- Use effective methods of communication and operate in a fair and empathic manner that achieves the desired result and demonstrates a flexible customer centric culture
- Actively develop own skills and knowledge, and those of the team, through training and experiences

Behaviours (Live it)

- Challenge personal methods of working and seek methods for improvement, recognising the impact that personal performance has on achieving efficient and effective results
- Be solution focussed to achieve the required outcome and support positive, open communications that help achieve the best result for colleagues, customers and the business
- Promote a fair, non-discriminatory and equal working environment, actively listen and empathise with other peoples' point of view and respond politely
- Take ownership and responsibility for own learning and development, as well as that of the team, provide, welcome and act on feedback to improve own performance

Knowledge and Understanding (Know It)

- Identify how the business strategy, customer profile, culture and constraints influence the development of creative, profitable and competitive menus
- Understand the principles of profit and loss, and recognise how to support the overall financial performance of the business through operating efficiently to reduce wastage and deliver profit margins
- Understand the principles of supply chain management, sustainable procurement and working practices in the kitchen
- Recognise and understand legislative responsibilities and the importance of protecting peoples' health, safety and security
- Know the principles of risk assessment and how to identify, plan for and minimise risks to the service and operation

Skills (Show it)

- Use techniques that help improve competitiveness, business performance, revenue, profit margins and customers' experience
- Contribute to the costing of dishes, monitor the use of ingredients and other resources, yield, wastage and portion sizes to control costs
- Use sustainable working practices and encourage and support others to do the same
- Comply with legal requirements and inspire confidence by maintaining the safety and security at all times
- Risk assess situations, identifying and isolating matters of concern, by establishing the cause and intervening accordingly to minimise any risk to people and comply with legislation

Behaviours (Live it)

- Demonstrate a keen business sense, producing dishes and menu items in line with business and customer requirements
- Be financially aware in approach to all aspects of work
- Keep waste to a minimum, promote initiatives to improve sustainability in the kitchen
- Advocate the importance of working safely and legally in the best interest of all people
- Think and act promptly to address problems as they arise and keep customers satisfied and operations flowing smoothly