

	<p>No.7 RESTAURANT HEAD CHEF JOB ADVERT</p>	<p>Posted April 2026</p>
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Position	Head Chef
Department	Social Enterprise No.7 Restaurant
Line Manager	Hospitality Manager

Come to connect

About the No.7 Restaurant

No.7 is a restaurant with a difference. Based at the Kick4Life (K4L) Centre in Maseru, the capital city of Lesotho in Southern Africa, we offer great food in a friendly environment with stunning views across the city. All of our profits are pumped back into Kick4Life’s charitable work. What’s more, our staff team includes former participants that have undergone a structured training program aimed at developing skills for a successful career in the catering and hospitality industries.

As well as the restaurant, No.7, which is linked to the Hokahanya Inn & Conference Centre, runs a catering service for a wide selection of internal and external events from conferences and team-building days to dinner parties and weddings. We can seat over 100 people at one time with indoor and outdoor seating areas. The outdoor area includes 2 wood burners and a braai. Our cuisine is a freshly prepared menu that expresses a European style with a Lesotho touch.

Objective of the Role

To oversee the efficient and effective operations of food production in the No.7 Restaurant and to manage and develop all Back of House (BOH) staff to ensure customer service delivery is always to the highest standard. Key responsibilities include: food production and management; operations and maintenance; staff management and customer service support; health and safety; and special duties relating to broader K4L support.

Main Accountabilities

Area 1: Food Production & Management

- 1.1 Develop and train staff on seasonal, conference, events and special menus in line with the No7 brand and effective costing practices
- 1.2 Maintain the highest professional food quality, ensuring food preparation is economical, technically correct and within budget
- 1.3 Assist in food purchase specifications and recipes, proactively managing stock and inventory closely
- 1.4 Regularly review product quality and research new vendors
- 1.5 Work closely with the Social Enterprise Senior Management to develop and monitor food and staff budgets, set pricing and ensure target profit margins are met
- 1.6 Assist the effective management of the No7 POS system, ensuring all content for recipes and menus is accurate and up to date
- 1.7 Coordinate with the No7 Management to organise marketing activities, promotional events and discount schemes aligned with changing menus

Area 2: Operations & Maintenance

- 2.1 Control operational costs and identify measures to cut wastage
- 2.2 Ensure all equipment is used according to best practice and preventatively maintained
- 2.3 Estimate future needs for goods, kitchen utensils and cleaning products
- 2.4 Ensure all maintenance issues are promptly attended to and resolved
- 2.5 Check stock levels, order supplies and prepare cash drawers and petty cash

Area 3: Staff Management & Customer Service Support

	<p>No.7 RESTAURANT HEAD CHEF JOB ADVERT</p>	<p>Posted April 2026</p>
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- 3.1 Line manage and provide ongoing training to all No7 BOH staff, ensuring superior customer service delivery at all times
- 3.2 Organize and supervise shifts for all managed staff
- 3.3 Appraise staff performance, providing regular feedback to improve productivity
- 3.4 Respond efficiently and accurately to customer complaints, as needed
- 3.5 Assist the training of new and current employees on proper customer service practices
- 3.6 Ensure that consistent, timely and excellent food service delivery is ensured at all times
- 3.7 Ensure spec sheets are followed, including portion management, at all times
- 3.8 Implement a time measurement system for food delivery in the kitchen

Area 4: Health & Safety

- 4.1 Ensure compliance with all sanitation, health and safety regulations and that the highest standards of hygiene are met at all times
- 4.2 Ensure BOH staff conduct daily and weekly deep cleans according to the set schedule

Area 5: Special Duties

- 5.1 Support Management initiatives and aid in leading performance management systems
- 5.2 Support in the development and implementation of professional development activities and trainings across K4L
- 5.3 Support in tour operations and other special activities, as requested by Executive management
- 5.4 Support Management initiatives and aid in leading performance management systems
- 5.5 Assist in developing systems for broader SE integration, operational improvements and business growth

Qualifications and Experience

Essential:

- Bachelor Degree in Culinary Arts
- Health and safety and food hygiene certifications
- Proven experience in the effective management of a kitchen team
- Experience in menu development and implementation in continental cookery
- Extensive food and beverage knowledge, including effective food and beverage pairing
- Extensive buying, menu costing and stock taking experience
- Food hygiene and safety qualifications
- Familiarity with restaurant management software
- Strong financial planning and reporting skills
- Strong leadership, motivational and people skills
- Ability to cope under pressure, in a calm and efficient manner
- Ability to multitask and work according to set deadlines
- Willingness to work long, flexible hours, including regular weekends and holidays

Desirable:

- First Aid Certified
- Strong leadership, motivational and people skills

Work Based Skills and Competencies

Essential:

- Ability to effectively liaise with multi-disciplinary teams and a variety of stakeholders to achieve goals
- Ability to multitask and work according to set deadlines
- Demonstrates strong verbal and written communication skills in English and Sesotho
- Willingness to work long, flexible hours, including regular weekends and holidays
- Organised and reliable

	No.7 RESTAURANT HEAD CHEF JOB ADVERT	Posted April 2026
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- Adaptable and solutions-oriented
- Independent
- Service-minded

Desirable:

- Experience in running a restaurant kitchen that is a small business or social enterprise
- A flair and enthusiasm for cooking with fresh, quality and sometimes local ingredients
- Demonstrates a growth mind-set
- Ability to think strategically

Please note: this is a full time hospitality position that requires the employee to work long and often flexible hours, which may include evenings, weekends and holidays.

NB: Kick4Life is committed to being a child and youth safe space with active Child Protection & Safeguarding Policy and PSEAH Policy in place. By applying at Kick4Life, you affirm that you have never been accused nor convicted of crimes related to sexual exploitation and abuse.

I hereby declare to understand and accept my functions at Kick4Life:

Closing Date of applications is Friday, 15th May 2025 by 12:00 noon.

If you have not heard from us within two (2) weeks of the closing date, please consider your application to be unsuccessful. Remember, we will only contact applicants who have been shortlisted for interviews and will not be able to provide feedback to those who have not been shortlisted, due to the sheer volume of applications.