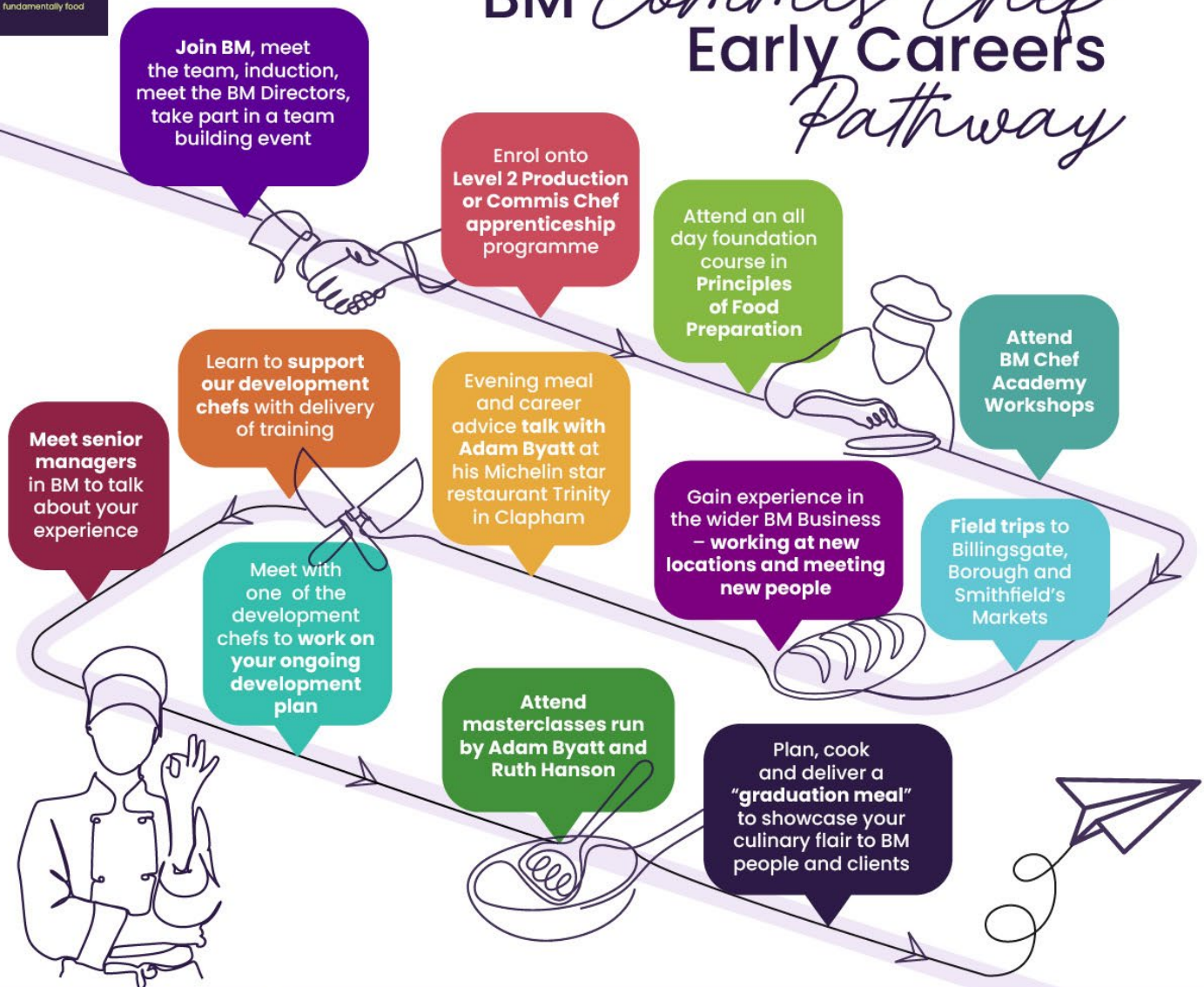


BM Commis Chef Early Careers Pathway



Exciting Career Opportunities

Chef de Partie
 |
 Senior CDP
 |
 Sous Chef
 |
 Senior Sous/Head Chef
 |
 Executive Chef/
 Development Chef/
 Chef trainer

Chef de Partie
 |
 Senior CDP
 |
 Sous Chef
 |
 Chef Manager
 |
 Site Manager

Continue studies to
 Level 3 and Level 4
 |
 Move into a supporting/
 Administrative role
 |
 Join the
 Marketing/
 Finance/
 Sales team

People & Talent

BM *Commis Chef* Early Career Pathway

When you join us, you will spend your first month getting to know your team, your site and your manager. You will be given a full company induction and will be invited to our “Meet the Directors” session. On the job training will commence from day 1, including access to our full suite of online learning opportunities.

In month 2, you will be enrolled onto the Commis Chef or Production Chef Level 2 Apprenticeship, where you will develop the skills you need to excel in your role. Representing an £8,000 investment in your development, the course will typically take 12 months to complete.

During month 2, you will attend an all-day foundation “principles of food preparation course” We will celebrate the end of your first 3 months making sure you are publicly welcomed into our business on our internal communications app Yapster, and our external social media channels.

During months 4-6 you will be invited to attend our Chef Academy Workshops, and take part in field trips to Billingsgate Market, Borough Market, and Smithfield meat market. After you have completed 6 months, you will begin to gain experience in a variety of BM Locations, applying your skills in different ways and meeting new people along the way.

To celebrate your first 6 months with BM you will be invited to an evening meal at Trinity restaurant and be able to talk with Adam Byatt about your career with advice and stories. During months 6-12, you will be invited to support our development chefs on project work as well as contributing to the delivery of our workshops for other BM chefs.

As you complete your Level 2 NVQ course, it will be time to think about your next steps. You will be invited to say hello at a senior manager meeting to help you to understand other aspects of the business and to talk about your experience in BM.

We will also facilitate a meeting with one of the development chefs to help you to create your ongoing personal and professional development plan.

You will be eligible to attend the Masterclasses run by Ruth Hanson and Adam Byatt, and make use of various development opportunities at level 3 – career pathways open to you at that point include:

You may also wish to take your career in a different direction such as business administration, sales and marketing, or finance – working in contract catering for a large group such as WSH provides many and varied options for development.

To mark the completion of your first year with us you will plan, cook and deliver a meal to BM employees, our clients – fully supported by our development chef team this will be your chance to gain some real exposure and show off your culinary flair!