



Role Description & Person Specification
Kitchen Co-ordinator

2017



About Embercombe

We believe that the world of our longing will come about as we choose to demonstrate authentic, courageous and active leadership.

Embercombe's purpose is to be a powerful and innovative catalyst for the emergence of leaders and change agents who will take courageous action for a just, peaceful, and sustainable world.

What do we mean by leadership?

We choose leadership when we know who we really are and what our purpose is. We believe true leadership is available to all and is a choice and responsibility that is renewed moment to moment as we face the challenges in our own lives.

- If we know what we deeply love, this choice is liberating.
- If we know what our gifts are, this choice can take form.
- If we know what our responsibilities are, this choice becomes a necessity.

How does Embercombe do that?

We offer a range of programmes using elements of nature-based and indigenous wisdom, blended with transformational, psychological and coaching models.

These programmes include:

- Residential programmes in authentic leadership for adults of all ages
- Residential programmes for young people at school, university and those who educate them
- Volunteer and assistantship programmes
- Bespoke facilitated programmes for teams and groups

We also offer group facilitation off-site and venue hire.

Our two guiding principles at Embercombe are the Twin Trail and The Children's Fire. They lie at the core of our Assistant programme.

Twin Trail

We invite everyone in the Embercombe community to follow the 'twin trail' of inner healing and spiritual deepening and of outer action to change the world. By uncovering our true gifts, responsibilities and passions we are able to bring ourselves fully to the world, leading ourselves and others on a path of positive action.

On the assistant programme, we offer structured opportunities to support you on the twin trail, such as coaching and opportunities to organise and attend workshops within the community. While Embercombe will offer a framework, the concepts of responsibility and self-organisation are at the heart of the Twin Trail. We will expect you to co-create your own programme with us, and to carry out your own inner work in parallel with the 'outer work' of your assistant duties.

Children's Fire

The Children's Fire is part of the Earth teachings of the elders of ancient America. Over time the elders came to understand that all human-created institutions needed to reflect the balance and wisdom observed in nature. The Children's Fire was a reminder of the first promise: No law, no action of any kind, shall be taken that will harm the children seven generations hence.

Honouring and remembering the Children's Fire is an essential part of our decision-making process. Our assistants have a responsibility to contribute to conversations and decision-making, supporting Embercombe to develop and bring the world of our longing that bit closer.

The next stage of Embercombe's evolution

As a progressive learning organisation, Embercombe is constantly evolving. The current stage of that evolution is the transition from our early innovative pioneering days to the emergence of a professional, effective, and financially sustainable social enterprise.

Since our founding Embercombe has enjoyed consistent growth in terms of reputation and impact. We recognise that there remains considerable work to do if our exciting enterprise is to achieve its potential and realise its ambitious mission. We now have to successfully transform ourselves by moving from organisational adolescence to adulthood.

Our diverse and dedicated team have played a key part in our success so far, and will play a big role in our future success. It is an exciting time to come to work at Embercombe.

Are you our ideal candidate?

- You will have a view to go on and affect positive change in the world as a 'leader'.
- You will be ready to demonstrate and develop leadership within the role.
- You will be enthusiastic, energetic and have a practical "can do" approach
- You will be innovative in addressing challenges and making effective use of available resources
- You will have good communications skills and work easily and flexibly with others
- You will be reliable and conscientious
- You will be able to work with minimal supervision, organise your own time and pro-actively identify and complete tasks
- You will be able to supervise others to complete tasks on time and to a high standard
- You will be willing to live as part of a residential community on-site and work as part of a wider community, able to meet the challenges that arise as part of your Twin Trail
- You will be willing to flex your working hours and days to meet the operational needs of the organisation and will be happy to cover weekends and evenings in rotation.

If so, and you also possess the skills required for your particular assistant role, we would love to hear from you!



Kitchen Co-ordinator

Main Purpose of the Job

To organise and supervise the work of volunteers and course participants who are assigned to the kitchen, and provide support to the Kitchen Manager on other tasks such as menu planning and ordering supplies.

Role Overview

The Embercombe kitchen provides programme participants, other guests and the rest of the Embercombe team with nourishing and wholesome, mainly vegetarian, meals. Working closely with the Kitchen Manager, the Kitchen Co-ordinators play a key role in the day-to-day delivery of these services.

As one of the Kitchen Co-ordinators, you will join a team which is aiming to pioneer a menu which has environmental sustainability at its heart and this would be a great opportunity to creatively engage with this issue.

Most of our vegetable produce comes direct from our own bio-dynamic farm and the rest is fully organic ingredients. We construct *everything* from basic ingredients so it is a great opportunity to learn how to make things from paneer to ketchup to curries and veggie burgers from scratch but also to bring your own experimental and creative influence.

For many shifts you will be the de-facto head chef and will have complete control over the menu, offering a fantastic opportunity to be creative with your cooking.

We are looking for three people to support the kitchen. Throughout the year, there may be a need to support other areas of work at times across the organisation, providing the opportunity to develop a broader understanding of the organisation and a wider range of skills.

One of the responsibilities on an assistantship is to be on an on-call rota to provide emergency cover out of 'normal' working hours. Time off in lieu will be provided as appropriate.

Who would be great in this role

- You will be passionate about the quality of food and a confident, experienced cook in preparing meals for large amounts of people.
- You will have a particular passion for preparing balanced and nutritious vegetarian and vegan meals.
- The heart and ethos of the kitchen at Embercombe is embodied by the kitchen team and you are excited by the alchemy of cooking.
- You will have a warm and approachable demeanour with a high level of self-awareness
- You will be a creative thinker who can rise to the unexpected without drama but with constructive leadership and clarity.
- You have a keen eye for innovation and improvement as we aim to be an example of efficient systems of working.
- You will be someone who can communicate well and clearly, with good boundaries, who works well in a team, while being clear about holding the ethos of the kitchen as a sacred space where mundane things happen. It is important that Embercombe is known for consistently excellent, delicious and nourishing food.

- Ideally you will know how to inspire a reverence for the importance of providing nourishing food beautifully, with joy and love.

Hours of work

- 37.5 hours per week
- 25 days annual leave pro rata plus bank holidays
- This role will include breakfast shifts, evening shifts, and working at weekends.
- This is a fixed-term role that ideally runs from as soon as possible from the start of February 2017. Assistantship positions will be for up to a year, depending on the role. The length of contract will be discussed with individuals at the interview stage and we are open to proposals of alternative start and finish dates.

Key benefits

- Contributing to Embercombe's mission to inspire courageous action for a just, peaceful and sustainable world
- Contributing your skills, knowledge and ideas to Embercombe's evolution, supporting your own personal and professional development
- Experience of contributing to, and evolving as part of, a dynamic and pioneering social enterprise
- Experiencing some of the benefits of being part of a community and how that could be of wider benefit to the world
- Exploring your worldview by working alongside and discussing with a diverse range of people
- The opportunity to develop, deliver and participate in workshops to benefit the development of the wider team
- On-going professional and personal support and development, including a monthly 1 hour session with a personal coach
- An opportunity to network, share ideas and spark further thinking around action in the world with social pioneers and fellow change-makers including Embercombe founder Mac Macartney
- Contributing to the on-going development of the assistant programme
- Working on a beautiful 50-acre site with woodland, forest gardens and a lake, on the edge of Dartmoor National Park
- £40 a week stipend
- Basic accommodation on site
- Delicious free organic breakfast, lunch and dinner made with locally grown, seasonal produce
- 25 days annual leave plus an allowance equivalent to statutory bank holidays.
- Opportunities to organise and attend events such as film nights and performance nights
- Emberchoir 5-6pm Wednesdays led by choir director Helen Yeomans

How to apply

Please email a completed application form and a covering letter to Clare Mann (HR & Finance Manager) at clare@embercombe.org, indicating in email the subject line which role you have applied for.

With reference to the role description and Embercombe's purpose, values and activity, your covering letter should set out what you could bring to the role and to Embercombe as an organisation. Please also mention how you found the vacancy.

Closing date:

We will interview and recruit on a rolling basis until we have filled the position. The interview process will involve staying on site overnight to give you the opportunity to get to know the place and the people and an interview discussion.