



Overview

The Danish Bakery is a successful, award winning bakery based in Cardiff. Established in 2015, the bakery has three retail outlets, and operates from a purpose built modern bakery in the east of Cardiff. We now have an opening for a talented and motivated individual to become our Executive Head Baker.

You will be passionate about Scandinavian baking, and will take responsibility for the production of all breads and pastries. You will also lead on the training and development of our bakers and apprentices, as well as contribute to developing new product ranges, monitoring quality control at every stage and ensuring that all relevant Health & Safety and Food Safety Standards are being met and complied with at all times.



Head Baker

The Danish Bakery, Cardiff

The bakery

The bakery operates from a brand new unit based on Riverbridge Business Park, off Newport Road, in Cardiff. The unit opened in October 2022, when all our baking transferred from our original home in Pontcanna. From there we produce all the fresh goods to supply our two shops and take away Hatch at the new Bakery. The bakery generally operates between 0100 and 1000 with the retail/coffee shops open Tuesday to Sunday.

The ethos of the company is based around delivering a high quality, distinctive Scandinavian product range and associated retail experience, delivered with excellent customer service at all times. All our staff will be expected to work towards achieving these goals.



The Bakery has had its fair share of awards since opening in 2015;

Britains Best Loaf

Winner - Innovation category, 2019

Highly commended - Plain Sourdough category, 2022

Bread Awards 2022

GOLD for our Kongebrød,

SILVER for the White Sourdough,

BRONZE for the Chocolate & whole orange Sourdough,

Baking Industry Awards

Finalist - Employer of the Year, 2023

Wales Food & Drink Awards

Winner - Entrepreneur of the Year, 2023

Cardiff Life Awards

Winner - New Business, 2016,

Winner - Café/Coffee Shop, 2017

Our team have also had their fair share of awards with two of our bakers both picking up awards during their apprenticeships. And the Financial Times also selected the Bakery as one of the best 20 in the UK!



The Role

Experience in artisan hand craft baking techniques and Scandinavian bread and pastry baking will be an essential requirement of the role. You will also need to possess a high degree of attention to detail, be an effective and efficient baker and be well organised. Further skills which will need to be demonstrated include:

- Be an experienced Baker who can mix, hand-mould and bake bread
- Be knowledgeable about artisan techniques and methods
- Skilled in use of lamination techniques
- Experience of working with long fermentation
- Be passionate about great bread
- Be ready to take on a new challenge and at the heart of a growing, small business.
- Be creative in developing new products & menu
- Possess positive, 'can-do' approach to work
- Be able to manage the bake house and team members and communicate effectively with all staff
- Maintain a clean and tidy bakehouse at all times
- Be organised and on top of all bakery production tasks
- Be punctual and reliable

Key responsibilities will include

Training

- To work with the Director to plan and deliver the training of all new recruits, apprentices and bakers in all aspects of bakery department
- Responsible for the successful running of the apprenticeship baking academy, monitoring progress of all apprentices and consulting with appointed training providers needs as necessary
- To promote a positive approach to training, to assist apprentices with their learning and development, and to implement appropriate training strategies as required
- Alongside Bakery Coordinator, to assess recruitment needs and recruit required staff including CV sift, interviews and trial shifts
- There will also be opportunities to become an assessor for the baking industry apprenticeship scheme and to develop content for our new bakery school

Development

- To develop new products taking on board customer feedback, communication from front of house teams and seasonal changes.
- To complete all relevant allergens and costing for new products and communicate to social media and front of house departments.
- To train all team members in preparation of new products
- To adequately prepare new products for competitions/ events as they arise
- To assist in problem solving of major issues or ongoing training concerns in regard to product quality and consistency, including any issues arising from apprentices.
- To communicate with suppliers regarding issues with products or enquiring about new product lines

General

- To lead team meetings, including arranging quarterly full team meetings, to discuss upcoming events, address general issues and ensure clear communication across all team members
- To liaise with Bakery Coordinator on day to day issues as they arise and assist in running of bakery department as required by Bakery Coordinator
- Ensure that all food safety documentation, cleaning records, risk assessments, allergens and pest control records are kept up to date
- To oversee social media input from bakery team
- Assist director in any other business needs as required

The package

- Full time opportunity (permanent position)
- 35-40 hrs a week (includes weekend and night-time shift working)
- Monthly fixed rota
- 2 consecutive days off every week
- Salary £28k-£30k
- Private health care cover (on completion of probationary period)
- Enrolment on company pension scheme
- Free parking at work
- Start date 1st Jan 2024

The process

If you have relevant experience and would be interested in joining our team, then we would love to hear from you. Please send a copy of your CV and a covering email/letter to **jobs@thedanishbakery.co.uk**

Please also note that to be eligible for this opportunity you must be legally able to live and work in the United Kingdom.

We look forward to hearing from you.