

Person Specification

Job Title: Cook



Personal Attributes and Values		Essential	Desirable
Be Kind	Shows empathy and compassion when serving food and interacting with community members.	✓	
	Maintains a non-judgmental and respectful approach in all circumstances.	✓	
	Listens actively and supports others' wellbeing through warm, welcoming service.	✓	
Be Inclusive	Demonstrates understanding of and commitment to equality, diversity, and inclusion.	✓	
	Creates a welcoming environment for all participants, regardless of background.	✓	
	Uses appropriate communication styles to engage diverse communities.	✓	
Be Curious	Seeks to understand dietary needs and preferences of the community.	✓	
	Open to feedback and willing to learn new recipes or approaches.	✓	
	Engages in reflective practice to improve food service and community experience.	✓	
Be Determined	Works with persistence to deliver meals on time and to a high standard.	✓	
	Takes ownership of kitchen duties and follows through on commitments.	✓	
	Manages time effectively during busy service periods.	✓	
Be Creative	Adapts recipes and resources to meet community needs and preferences.	✓	
	Contributes ideas to improve the food offer and enhance the social eating experience.	✓	
	Finds creative solutions to challenges in food preparation or service.	✓	

Skills and Abilities	Essential	Desirable
Experience working in a kitchen or catering environment (e.g. school or care setting).	✓	
Strong interpersonal skills with a friendly and approachable manner.	✓	
Ability to work independently and as part of a team.	✓	
Good organisational and time management skills.	✓	
Ability to follow food hygiene and safety procedures.	✓	
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Ability to speak a community language		✓
Driver / own transport		✓

Knowledge Base	Essential	Desirable
Basic understanding of food hygiene and safety standards.	✓	
Understanding of safeguarding practices in community settings.	✓	
Understanding confidentiality and Data Protection legislation		✓
Knowledge of local community and cultural food preferences.		✓

Qualifications / Vocational training	Essential	Desirable
NVQ or equivalent in Catering or Hospitality.		✓
Level 2 Food Hygiene Certificate (or willingness to complete).	✓	
Enhanced DBS check	✓	

Relevant Experience	Essential	Desirable
Experience preparing and serving food in a community or care setting.	✓	
Working or volunteering in the charity or voluntary sector		✓
Experience supporting social eating or community food programmes.	✓	