



THE  
GLEN AFFRIC  
ESTATE

Head Chef

The Tomich Hotel & Glen Affric Estate

CHEF · FULL-TIME, PERMANENT · IMMEDIATE

# A career opportunity at Glen Affric Estate

Nestled in the heart of the Scottish Highlands, The Tomich Hotel is undergoing a high-end renovation ahead of its reopening this June. As part of the prestigious Glen Affric Estate, it will offer a luxury Highland experience that blends traditional rustic charm with exceptional modern hospitality, alongside destination dining that celebrates the best of the local landscape, from estate-reared game and premium Scottish seafood to seasonal ingredients, authentic flavours, and memorable outdoor culinary experiences.

## The role

We are seeking a passionate, creative, and forward-thinking Head Chef to take the reins of our brand-new kitchen. This is a unique, blank-canvas opportunity to shape the culinary identity of a newly revitalised Highland hotel.

You will design and execute menus that reflect the estate's heritage, catering to hotel residents, locals, and exclusive estate guests. A key highlight of this role will be managing and expanding our outdoor culinary offerings, utilising professional-grade equipment including Argentinian grills, Big Green Egg BBQs, and Gozney pizza ovens to create immersive, high-end alfresco dining experiences.

## Key responsibilities

- **Menu Development:** Design, cost, and execute innovative menus for breakfast, lunch, afternoon tea, and dinner, ensuring a focus on traditional Scottish cuisine with a modern twist.
- **Estate & Local Sourcing:** Establish and maintain strong relationships with local Highland suppliers, integrating estate-reared game, wild venison, and seasonal Scottish produce into daily offerings.
- **Outdoor Dining & Live Fire Cooking:** Lead and champion our outdoor kitchen concept, developing creative menus tailored for live-fire grilling, smoking, and artisanal wood-fired cooking.
- **Kitchen Management:** Oversee all daily kitchen operations, including stock control, waste management, supplier ordering, and maintaining strict food cost percentages to achieve profitability targets.
- **Team Leadership:** Recruit, train, mentor, and inspire a dedicated back-of-house team, fostering a positive, collaborative, and high-standard kitchen culture.
- **Health & Safety:** Maintain impeccable standards of food hygiene, health and safety, and compliance, ensuring full adherence to all environmental health regulations and documentation.

## Experience & skills required

- **Proven Track Record:** Experience as a Head Chef or strong Sous Chef in a high-quality, boutique hotel, luxury estate, or rosette-standard restaurant.
- **Passion for Scottish Produce:** Deep knowledge of and respect for Scottish ingredients, butchery, and seasonal sourcing.
- **Live-Fire Cooking Experience:** Genuine interest or hands-on experience with outdoor culinary equipment (live-fire grills, smokers, and wood-fired ovens) is highly advantageous.
- **Commercial Acumen:** Strong understanding of kitchen financials, including GP percentages, stock rotation, labor management, and cost control.

- **Leadership Skills:** A calm, structured, and motivational management style with excellent communication skills.
- **Adaptability:** The ability to thrive in a fast-paced environment, balancing a busy hotel restaurant with bespoke private events and outdoor dining setups.

## What we offer

- A highly competitive salary based on experience.
- The rare opportunity to build, launch, and leave your mark on a brand-new kitchen concept from day one.
- A stunning working environment surrounded by the natural beauty of the Glen Affric Estate.
- Supportive management dedicated to high-end estate hospitality.
- Opportunities for professional growth as the estate's hospitality portfolio evolves.

## To apply

If you are a talented chef ready to lead a fresh kitchen team and create a premier dining destination in the Highlands, we would love to hear from you.

Please submit your CV and a brief cover letter outlining your culinary philosophy and experience to the Management Team.

# Head Chef

The Tomich Hotel & Glen Affric Estate

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## DEPARTMENT

Chef

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## LOCATION

Tomich, Inverness-shire, Scotland

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## ROLE TYPE

Full-time, Permanent

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## AVAILABILITY

Immediate · Ahead of our July 2026 opening

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## ROLE POSTED ON

28th May 2026, 12:01

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