

## Senior Chef Apprenticeship Standard in Culinary Arts

Senior chefs are passionate about food and producing dishes that delight their customers. They have the ability to work independently and lead a team effectively and efficiently. Senior chefs commonly work under pressure, often during unsocial hours, in a pressurised kitchen environment. They enjoy selecting and working with a wide range of ingredients, and combining tastes, textures and flavours to produce profitable and imaginative dishes, and menus and strive to enhance their skills through continuously practising their techniques.

	Knowledge and Understanding (Know it)	Skills (Show it)	Behaviours (Live it)
<b>Culinary</b>	Understand the principles of food preparation & cooking, knife selection and handling, traditional and modern cuisine, taste, diet and nutrition to produce dishes and menus that meet business and customer requirements	Demonstrate a wide range of craft preparation, knife and cooking skills and techniques to develop and produce quality dishes and menus in line with business requirements	Welcome and act on feedback to improve quality of food preparation, cooking and presentation
	Know how to research industry and food trends and how they influence dishes and menus	Create, review and refresh menus in line with business and customer requirements	Show commitment to developing skills and knowledge; trying out new ingredients and dishes; practicing and reflecting on different preparation and cooking techniques
	Understand how technology and equipment supports the development and production of dishes and menus	Use technology and equipment effectively when producing dishes to achieve the best result	Use technology and equipment responsibly to ensure it is efficient and maintained in good working order to avoid wastage
	Understand how seasonality, provenance and global environmental factors impact on food commodities and therefore on planning dishes and menus	Select and use methods to prepare, produce and present the highest quality dishes and menus using the best available ingredients	Seek out the finest ingredients, using the most appropriate techniques to create the best possible dishes and menus
	Understand how to maximise yield and minimise wastage of ingredients and other resources	Work consistently to accomplish the best result	Challenge personal methods of working and seek methods for improvements, recognising the impact that personal performance has on achieving efficient and effective results
	Know how to produce menu items to standard whilst working in a challenging, time-bound environment	Work methodically handling many tasks at once and ensuring they are completed at the right moment and to the required standard	Remain calm under pressure to deliver the required outcome
<b>Food Safety</b>	Know the food safety practices and procedures to ensure the safe preparation, cooking and presentation of food	Prepare, cook and present food to agreed food safety practices and guidelines, ensuring a clean and hygienic kitchen environment is maintained at all times	Take responsible decisions that support high standards of food safety practices
	Know the quality points to look for in ingredients and how to handle and store them to maintain quality, in line with food safety legislation	Ensure ingredients are stored, prepared, cooked and presented to deliver a quality product that is safe for the consumer	Use a considered approach to managing ingredients to maintain their quality and safety
<b>People</b>	Understand how personal and team performance impacts on the successful production of dishes in different working environments	Support team members and ensure dishes provided are of high quality, delivered on time and as described on menus	Encourage team to take pride in their role through a consistently positive and professional approach
	Know how to identify and respond to individuals' needs in different situations and communicate with customers and colleagues from a diverse range of backgrounds and cultures	Use effective methods of communication and operate in a fair and empathic manner that achieves the desired result and demonstrates a customer centric culture	Actively listen and empathise with other peoples' point of view, respond politely and promote a fair, non-discriminatory and equal working environment
	Know how to recognise and develop talent, understanding the principles of coaching and mentoring team members to maximise their performance	Share experience and knowledge to enable team members to develop their skills, knowledge and techniques	Celebrate personal growth and achievement of team members

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	Knowledge and Understanding (Know it)	Skills (Show it)	Behaviours (Live it)
	Have an understanding of leadership styles and skills in a business environment	Motivate and inspire others to perform their role to the best of their ability in line with the business	Authentically live the culture and values of the business
	Recognise how all staff and teams are dependent on each other and understand the importance of teamwork both back and front of house in achieving business objectives	Maintain harmony across the team and with colleagues in other parts of the organisation, identifying and dealing with challenges and problems constructively to drive a positive outcome	Be solution focussed to achieve the required outcome and support positive, open communications that help team members achieve the best result for customers and the business
<b>Business</b>	Understand how to develop creative, profitable and competitive menus and dishes in line with the business strategy; its customer profile; culture and constraints	Actively use techniques and respond to opportunities that help improve competitiveness, business performance, revenue, profit margins and customers' experience	Demonstrate a keen business sense with a passionate enthusiasm to provide customers with the best possible experience
	Know how to support the overall financial performance of the business	Monitor costs, use forecasting to set realistic targets, effectively control resource allocation and prepare financial cases for development projects	Be financially aware in approach to all aspects of work
	Understand the principles of sustainable procurement and waste management	Implement sustainable procurement practices, minimise wastage and minimise resource allocation	Visibly discourage waste and champion sustainable working practices
	Know legislative responsibilities and the importance of protecting peoples' health, safety and security	Comply with legal requirements and inspire customer confidence by maintaining the safety and security of people at all times	Advocate the importance of working safely and legally in the best interest of all people
	Know how to identify, plan for and minimise risks to the service and operation	Risk assess situations, identifying and isolating matters of concern, by establishing the cause and intervening accordingly to minimise any risk to people and comply with legislation	Think and act quickly to address problems as they arise and keep customers satisfied and operations flowing smoothly
	<b>Specialist</b>	<b>In addition to the standards above, senior chefs have the option to specialise in Pastry and Confectionery</b>	
	Produce pastry, bread, dessert and confectionery products and display items; use classical and modern specialised techniques e.g. chocolate moulding, model marzipan, intricate spun sugar whilst incorporating the use of additional kitchen equipment.		

<b>Entry</b>	Employers will set their own entry requirements, but it is expected that to start on this apprenticeship standard the individual would have already achieved a level of culinary skills and knowledge to be able to prepare and cook a range of dishes and have supervisory experience.
<b>Duration</b>	Based on the entry requirements the typical duration for this apprenticeship is 18 to 24 months. The apprenticeship can be spread over a longer period to allow for seasonal business operations.
<b>Progression</b>	Chefs are likely to have achieved supervisory responsibilities before progressing to this apprenticeship standard. Individuals that successfully achieve the senior chef apprenticeship in culinary arts will be well positioned to progress to more senior roles in the industry.
<b>Level</b>	This apprenticeship standard is set at Level 4.
<b>Renewal</b>	The apprenticeship will be reviewed every three years, the first review scheduled for July 2017, unless there is evidence of significant industry change which employers agree warrants earlier amendment.