



Job Description

Job Title	Baker / Cook - Community Café (Employment Pathways)
Responsible to	Catering Team Lead/SLT
Salary	£29,120.00 per annum
Hours	2080 per annum

Aims and purpose of the role:

The Baker / Cook plays a key role in 4EDEN's community café, producing high-quality baked goods and food, sold to the public whilst coaching and supporting adults with additional learning needs; enabling independence, confidence and future employment.

This role directly supports 4EDEN's mission to promote the abilities, talents and value of people with learning disabilities and neurodiversity and to increase understanding within the wider community through meaningful, visible work.

In order to be selected for interview please ensure you demonstrate how you meet the essential criteria of the role and our values within your application.

Key Responsibilities:

1.	Food Preparation & Production
	Prepare and bake a range of café products, including bread, cakes, pastries, savoury items and cooked dishes
	Ensure food is produced to a consistent quality, suitable for public sale
	Adapt recipes and production methods to support inclusive participation
	Maintain high standards of food presentation and portion control
2.	Coaching & Employment Support
	Coach, support and work alongside adults with additional learning needs in the bakery kitchen
	Break tasks down into clear, achievable steps to support skill development
	Encourage independence, confidence and pride in work
	Positively reinforce abilities and achievements
	Support individuals to work towards employability, routines and workplace expectations
3.	Community Café & Social Impact
	Contribute to a welcoming café environment that showcases the skills of people 4EDEN supports
	Act as an ambassador for inclusion, helping café customers better understand learning disabilities and neurodiversity
	Promote dignity, respect and ability-focused language at all times
4.	Health, Safety & Food Compliance
	Maintain strict standards of food hygiene, cleanliness and safety
	Ensure compliance with food safety legislation, allergen management and internal procedures
	Support safe working practices for all staff and participants
	Report hazards, incidents or concerns promptly



5.	Operational Support
	Assist with menu planning, seasonal products, and cost-effective use of ingredients
	Support stock control, ordering and waste minimisation
	Maintain kitchen equipment and report any maintenance issues
	Set up and close down kitchen areas as required
6.	Teamwork & Values
	Work collaboratively with café staff, coaches and team leaders
	Uphold the values, ethos and inclusive culture of 4EDEN
	Undertake any reasonable duties consistent with the role
7.	Additional Expectations
	Maintain the highest standards of professionalism at all times
	Ensure compliance with organisational policies
	Promote a positive, collaborative and professional working environment

Method of working

4EDEN expects all staff to work effectively, both as individuals and as part of a team, delivering high quality services and support. In doing so, 4EDEN expect all staff to display the core competencies defined in the performance and development appraisal arrangements and to conduct themselves in a manner which befits their professional status and responsibilities.

This job description is a guide to the work the post holder will be required to undertake. In consultation with the post holder, it may be amended from time to time by the line manager to meet changing circumstances or business needs. Specific targets and objectives will be agreed with the post holder and will be reviewed regularly as part of the performance management arrangements.

Person Specification – Baker / Cook

Essential qualities, skills and experience required for this post.

	Essential	Desirable
Experience		
Proven experience working as a baker, cook or in a professional catering environment	✓	
Experience producing food for sale to the public	✓	
Experience working to routines, food standards and production schedules	✓	
Working knowledge of employment practices and legislation, with the ability to recognise when specialist HR advice is required	✓	
Skills & Knowledge		
Strong practical baking and/or cooking skills	✓	
Good understanding of food hygiene, cleanliness and allergen awareness	✓	
Ability to explain tasks clearly and adapt methods for different learning styles	✓	
Good organisational and time-management skills	✓	
Basic numeracy skills for recipes, portioning and stock use	✓	
Personal Qualities		
A genuine belief in the abilities and potential of people with learning disabilities and neurodiversity	✓	
Patient, calm, positive and encouraging approach	✓	
Flexible and solution-focused mindset	✓	
Respectful, inclusive and values-driven	✓	
Reliable and professional	✓	
Desirable Criteria		
Experience supporting adults with additional learning needs, learning disabilities or neurodiversity		✓
Experience in a charity, social enterprise, community café or training kitchen		✓
Level 2 or Level 3 Food Safety qualification		✓
Experience mentoring, coaching, or supporting people towards employment		✓
Interest in inclusive employment, social value or community development		✓



Why join 4EDEN

❖ A meaningful role with real social impact
❖ Opportunity to change perceptions and promote understanding within the community
❖ Supportive, values-led workplace
❖ Flexible working, where possible
❖ Enrolment into our workplace pension scheme into which 4EDEN contributes 3% of your salary if you meet qualifying criteria
❖ Enrolment into an employer paid healthcare scheme that allows you to claim money towards the cost of dental, optical and other medical expenses and additional benefits for your well-being with the option to add your partner and free children's cover
❖ Your birthday off every year – paid
❖ Training and development opportunities
❖ As a valued member of our team, you'll be eligible for the Blue Light Card, giving you access to a wide range of discounts across retail, travel, leisure and more (subscription reimbursement)
❖ Guaranteed monthly salary BACS into your bank account 3-working days before the end of every month
❖ Introduce a friend scheme- £100 for you & £100 for your friend (subject to terms and conditions)
❖ Branded workwear
❖ Christmas voucher

We're actively hiring so, if you fancy joining a fantastic team and contribute toward making someone's life better, we would love to hear from you!

Submit your application today or contact us directly to learn more!

Email : office@4eden.co.uk
Telephone : 01768 892014
Website : www.4eden.co.uk