



Sous Chef

Job Description & Person Specification

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Version no.	Date	Summary of changes
1	03/09/2025	Draft created
2	05/06/2026	Version 2 created with Dave Cockerill – incoming Head Chef

Our mission

At STEPS Rehabilitation, our mission is to enable individuals to reach their fullest potential following catastrophic injury or illness, through expert, compassionate, and cutting-edge rehabilitation. We deliver bespoke, evidence-based therapies, led by an exceptional interdisciplinary team, to achieve the highest standards of recovery and life quality.

We build strong partnerships with clients, their families, and external professionals from the outset – ensuring rehabilitation programmes, discharge planning, communication, and support are seamless from day one.

As a nationally recognised, multi-award-winning residential centre for neurological and complex trauma rehabilitation, we welcome individuals aged 16 and over from across the UK and beyond.

Our work sets benchmarks in clinical excellence, innovation, and research in neurorehabilitation.

Our philosophy

We believe recovery is a truly collaborative journey, involving not only each individual but also their families and friends, who support their efforts every step of the way. We engage everyone as much as they wish in this process.

By harnessing each person's unique drive and determination, alongside our clinical expertise, unwavering care, and a blend of cutting-edge technologies, traditional therapies, and comprehensive residential rehabilitation, we strive to achieve the best possible outcomes.

We provide the tools and support individuals need to challenge themselves and push their recovery to its fullest potential, empowering them not only to recover – but to thrive.

Our people

We know that exceptional care begins with exceptional people. That's why we've built a specialist interdisciplinary team, who bring not only skill and experience, but real compassion to every interaction. We employ 180+ team members in both clinical positions and in business support roles and we are proud of the culture we have established where all team members share our philosophy, values and dedication to delivering excellent client care.

Our team is united by a common purpose, dedicated to continually learning from one another, and committed to giving their utmost for those we support.

We invest and nurture the development of our team, and through training, shared learning, and research, we give them the tools to grow, stay inspired, and remain at the forefront of their area of work.

Our values & behaviours

Care

We provide exceptional, individualised, holistic care that meets the emotional, physical and psychological needs of each person.

Expected team behaviours:

- Show genuine concern for colleagues' wellbeing. Check in, offer help, and listen actively.
- Take responsibility for the impact of your actions on others.
- Prioritise quality and safety in your work to protect clients and teammates.

Family

Family is at the heart of everything we do. We welcome the involvement of loved ones throughout the rehabilitation process, in line with each individual's wishes.

Expected behaviours:

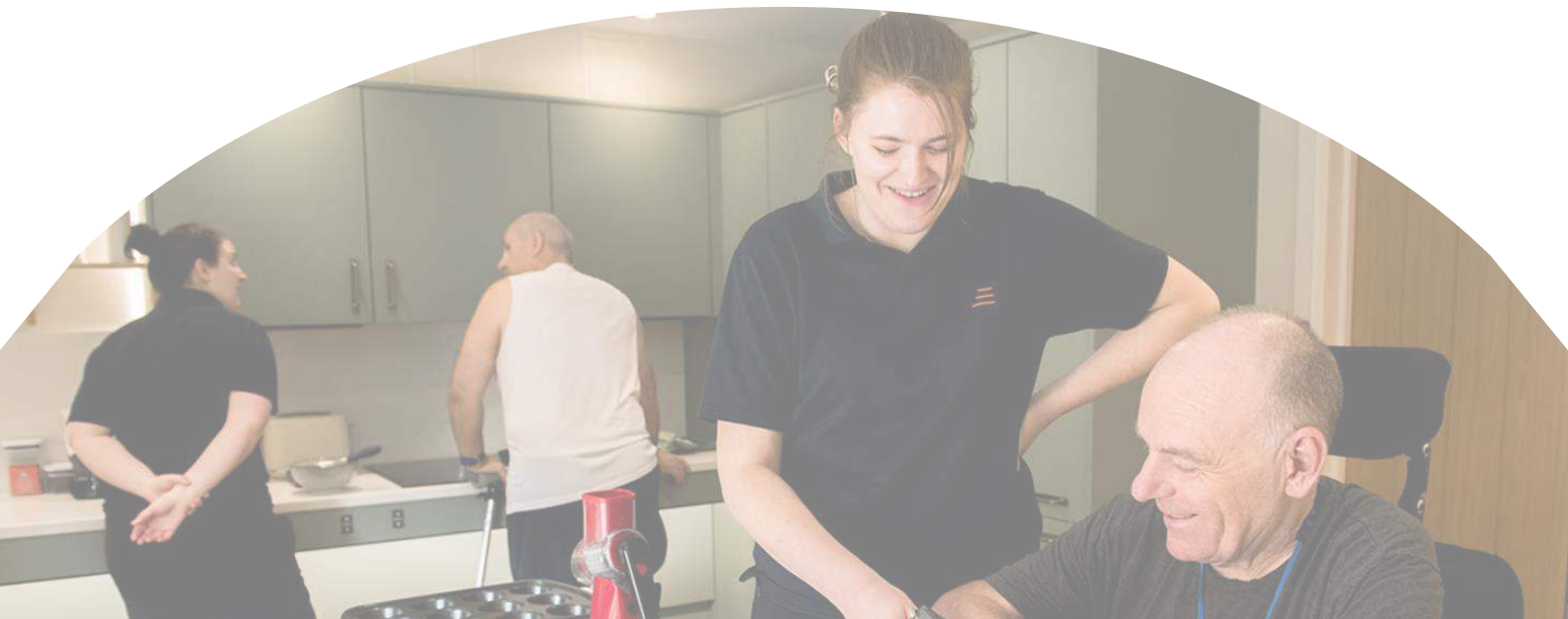
- Foster a sense of belonging by celebrating team wins and supporting each other through challenges.
- Respect personal boundaries and work-life balance.
- Treat everyone with kindness, patience, and understanding.

Empowerment

We equip individuals with the tools, knowledge, and confidence to reach their optimal potential.

Expected behaviours:

- Encourage others to take initiative and make decisions.
- Share knowledge and skills to help your colleagues grow.
- Speak up with ideas or concerns, and support others when they do the same.



Dignity

We treat every person with respect, compassion, and humanity — always.

Expected behaviours:

- Treat everyone with respect, regardless of role, background, or opinion.
- Honour commitments and follow through with integrity.
- Address conflict constructively and privately, never undermining others.

Collaboration

Recovery is a shared endeavour. Our strength lies in true teamwork — individuals, families, and team working together.

Expected behaviours:

- Communicate openly and work together toward shared goals.
- Value diverse perspectives and seek input from others.
- Be generous with credit and celebrate team contributions.

Transparency

Honesty underpins all we do. From assessment and goal setting to outcomes and reporting, we are open, clear, and accountable.

Expected behaviours:

- Be honest and open in your communication, even when it's uncomfortable.
- Share information clearly and promptly to avoid confusion or mistrust.
- Admit mistakes or wrongdoing and learn from them. Report any concerns.



A message from your Head of Department

After over 8 years here as Sous Chef at STEPS I am now taking on the Head chefs position, I'm looking to bring in a hardworking and reliable Sous Chef to join the team. Having worked across restaurants, hotels, gastro pubs, and now healthcare, I can honestly say I've found where I feel most at home. There's a real sense of pride in what we do here—especially seeing the positive impact our food has on clients and watching them leave feeling like new people.

We're looking for someone with strong leadership skills who can support the kitchen, take initiative, and help maintain high standards throughout service. You should be confident managing a team, organised under pressure, and passionate about producing quality food.

Our aim is to provide fresh, high-quality food for both clients and staff. We take pride in maintaining a relaxed and friendly atmosphere within the kitchen, with a strong emphasis on work-life balance.

All of our menus are created as a team, making this an ideal role for a chef who wants to bring creativity into their work and have their ideas valued.

Dave Cockerill

Head Chef



Job description

Job title: Sous Chef

Reports to: Head Chef

Salary: £31,621 – £34,814 per annum DOE

Location: Alexander House, 30 Troutbeck Road, Sheffield S7 2QA

Hours of work: 37.5 per week

Purpose of the role:

We offer a very high and progressive standard of cuisine at STEPS and do not fall into preconceptions of healthcare catering. We have an open kitchen here where you will be interacting with team members and our clients daily, so great interpersonal skills are essential.

All our food is fresh, made daily on a rolling, ever changing menu that continues to grow and evolve. It currently covers a broad range of cuisines from European to Mexican, Asian, American and Middle Eastern.

We make everything on-site, which can include breads, fresh pasta, curry pastes, Mexican-chilli pastes, fermented products, granola, muesli, smoothies, cakes, biscuits, ice creams, sorbets, patisserie, as well as performing our own fishmongery and butchery.

We are striving to be an industry leader in our catering service and you will have the luxury of working with a healthy per head budget to do this.

Specific responsibilities

This Job description is an outline which reflects the present requirements of the post and is not intended to be exhaustive list of duties the post holder will be expected to fulfil.

- To have a good understanding of produce, ingredients and good cooking technique.
- The ability to contribute to the writing of menus that are creative and nutritional taking into account value for money.
- To assist the Head Chef in developing the catering service within STEPS providing meals for patients, visitors and members of staff.
- To conduct supervisions with members of the kitchen team.
- Daily interactions with clients, taking on board their feedback and requests.
- Dessert making and bread making.
- Managing rota's for the kitchen team when needed in conjunction with the Head Chef.
- Manage orders from different platforms.
- Work within a healthy budget but effectively manage this.
- Effectively ensure allergens are catered for.
- Contribute to EHO inspections.

- To act upon and escalate issues as required following STEPS guidance and operating procedures
- To work directly with patients and staff preparing some meals as part of the rehabilitation process.
- Attend nutrition interdisciplinary meeting with therapy and nursing team each week in the absence of the Head Chef – this involves taking advice as to the nutritional needs of clients.

Person specification

Area	Essential	Desirable	Assessment Method
Qualifications	<p>Minimum of 1-2 years' sous chef experience</p> <p>Level II Health and Safety Food Hygiene certificate or equivalent level of qualification</p> <p>City & Guilds Diploma level qualification in Professional Cookery</p>	<p>Recognised high level cooking experience – AA Rosette, Michelin, The Good Food Guide</p> <p>Catering and hospitality level 3</p>	Trial shift, application, cv
Experience	<p>Experience of working within a busy kitchen environment,</p> <p>Developing a range of menu options taking into account nutritional requirements and value for money</p>	<p>IDDSI Framework (textured diets)</p> <p>Experience of carrying out supervisions (one-to-ones) with other team members.</p>	Trial shift, application, interview
Personal Attributes	<p>Creative and innovative approach, inclusive and engaging approach to client care</p> <p>Excellent problem solving skills</p> <p>Excellent communicator both written and verbal / demonstrate excellent listening skills</p> <p>Able to form key working relationships with colleagues, understand the dynamics of interdisciplinary working</p> <p>Budget management</p>	<p>IT/technology literate so to be able to use the computer for administering the staff rota, using Microsoft Teams and conducting supervisions on MS Word</p>	Trial shift, interview
Equal Opportunities	<p>Ability to demonstrate an awareness of equality and diversity obligations</p>		Application, interview

	when delivering care and also towards colleagues.		
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