

Head Chef – Combe Grove

Job Description

Combe Grove is a centre for advanced health and wellbeing in the UNESCO World Heritage City of Bath. An innovative, dynamic and friendly business Combe Grove is highly focused on delivering the charitable objectives of its guardian the Elmhurst Foundation.

Combe Groves pioneering work in Metabolic Health provides unique programmes with evidence-based education, personalised support and nurturing community environment which empowers individuals to be able to reset their health with medically measurable and sustainable changes.

We are seeking an experienced and creative Head Chef to lead Combe Grove's nutritionally informed culinary vision. The successful candidate will design and deliver a high-quality, nutrient-dense dining experience centred around metabolic health, functional nutrition, and seasonal whole foods sourced from our kitchen garden or locally.

This role combines culinary excellence with a deep understanding of wellness-focused hospitality. The Head Chef will oversee all kitchen operations while developing menus that support energy balance, gut health, blood sugar regulation, recovery, longevity, and overall wellbeing.

The ideal candidate is passionate about healthy cuisine with exceptional flavour, presentation, and guest experience.

Key Responsibilities

Culinary Leadership

- Lead all kitchen operations, including breakfast, lunch, dinner, wellness programmes, and retreats.
- Design and execute innovative metabolic health-focused menus using fresh, seasonal, and minimally processed ingredients.
- Create dishes based on our food ethos that accommodate dietary requirements.
- Ensure all meals align with Combe Grove's wellness philosophy and nutritional standards.
- Maintain exceptional food presentation, flavour, and consistency.

Menu Development & Nutrition

- Collaborate with nutritionists, wellness practitioners, and retreat coordinators to develop functional menus and guest programmes.
- Develop rotating seasonal menus.
- With the Practice team, maintain awareness of current trends and evidence-based practices in:
 - Functional nutrition

- Metabolic health
- Sustainable food systems

Kitchen Management

- Manage kitchen staff recruitment, training, scheduling, and performance.
- Foster a calm, positive, and collaborative kitchen culture.
- Monitor food costs, portion control, waste reduction, and stock management.
- Ensure compliance with all food hygiene, HACCP, and health & safety regulations.
- Maintain cleanliness and organisation throughout all kitchen areas.

Guest Experience

- Engage with guests when appropriate regarding menu philosophy and dietary needs.
- Support wellness workshops, cooking demonstrations, and special retreat events.
- Deliver a personalised, high-end hospitality experience consistent with luxury wellness standards.

Required Qualifications & Experience

- Proven experience as a Head Chef, Executive Chef, or Senior Sous Chef in:
 - Wellness retreats
 - Boutique hotels
 - Luxury hospitality
 - Health-focused restaurants
- Strong understanding of nutrition-led cooking and special dietary protocols.
- Excellent leadership and kitchen management skills.
- Experience in menu costing and budget management.
- Food Safety/Hygiene certification.
- Ability to work in a fast-paced yet guest-centred environment.

Preferred Skills

- Training or certification in nutrition, functional medicine cuisine, or wellness culinary arts.
- Experience working alongside nutritionists or wellness practitioners.
- Passion for sustainability and ethical sourcing.

Personal Attributes

- Creative and detail-oriented
- Calm under pressure
- Passionate about wellness and hospitality
- Strong communicator and team leader
- Positive, adaptable, and guest-focused

Benefits for all colleagues to enjoy

- Metabolic Health Membership at Combe Grove including 5 guest passes per annum. The Coach House has fantastic flood-lit indoor and outdoor facilities, including a state-of-the-art gym, indoor and outdoor heated pools and undercover tennis courts available all year round. The Coach House deliver in excess of 70 classes a week in the studio.
- Subsidised meals in the Map Room made from nutritious, sustainably sourced, organic, free-range, ingredients which as far as possible are sourced from the Kitchen Garden or locally.
- Access to the 70 acre estate which proudly showcases our oldest woodland, Eastwood, which is approximately 200 years old. This is a beautiful setting offering a rich diversity of plants and trees to enjoy a lunchtime walk.
- Subsidised treatments and therapies provided by the on-site team using organic products from the South West of England with selected medicinal herbs and aromas to support the therapeutic benefit of treatments and therapies.
- Long Service Awards
- 30 days annual leave per year pro-rata

Combe Grove is a no smoking and no alcohol estate.

This is a full-time role offering a competitive salary based on skills and experience and a benefits package.

If you are interested in applying for this vacancy, please send a copy of your CV and a covering letter to Personnel@CombeGrove.com. Successful applicants will be invited for an interview so please ensure you provide your current contact number.

Benefits:

- Discounted or free food
- Free fitness classes
- Free parking
- Gym membership
- On-site parking