



## SERENA HOTELS

SAFARI LODGES AND CAMPS  
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### TOURISM PROMOTION SERVICES EASTEN AFRICA Plc. (TPSEA)

#### JOB DESCRIPTION

**Job Title:**

Fine Dining Chef

**Reporting line:**

Executive Chef

**Directly Supervises:**

Fine Dining Sous Chefs, Cooks, Stewards

**Liaises with:**

F&B Service, Stores, Maintenance, housekeeping

**Location**

Kampala Serena Hotel, Uganda

**Job Purpose**

The Fine Dining Chef will lead a team of dedicated and skilled cooks and sous chefs in curating and executing an exceptional fine dining experience for our guest to maintain the restaurants reputation as a center of culinary excellence which provides unforgettable gastronomic journeys. The chef will be overseeing the preparation and presentation of exquisite dishes that meet the highest standards of taste, quality, precision, and innovation. The chef's passion for culinary excellence, creativity, and attention to detail will contribute significantly to the restaurant's success and the satisfaction of discerning guests seeking an unparalleled fine dining.

**1. MARKET LEADERSHIP**

- Communicate food production mission, vision and core values and ensure that they are understood by the fine dining team.



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- Collaborate with the Executive Chef, Restaurant Manager, and Sommelier to design and develop a sophisticated and ever-evolving fine dining menu that showcases seasonal ingredients, culinary creativity, and artistic presentations.
- Demonstrate how the business core values are lived in the fine dining restaurant.
- Ensure food production strategy is understood in the Fine dining restaurant.
- Conduct the food product and offerings SWOT analysis.
- Ensure food offered and cuisine is in line with set benchmarks LHW/LQA/ Serena standards for all sections of the Fine dining restaurant.
- Solicit guest feedback and analyses prevailing guest food preferences and expectations.
- Adhere and comply with all statutory requirements relating to food production.
- Ensure compliance with data protection policies and procedures as defined for the department.
- Ensure kitchen team adhere to policies on documents and records management in the food production department.
- Educate the Fine dining restaurant team on their roles in the Crisis Management plan.

### **2. LEADERSHIP IN PRODUCT AND SERVICE**

- Develop menus that are consistent with the unit and outlet food concepts.
- Ensure all menus have recipes in accordance with Serena's recipe standards.
- Oversee and participate in the preparation and cooking of dishes to ensure they are executed to perfection and meet the restaurant's high standards.
- Maintain strict quality control measures to ensure consistency in taste, presentation, and portion sizes.
- Collaborate with other kitchen staff, including pastry chefs, to ensure a seamless flow of food production and service.
- Ensure adherence by the kitchen team to product specifications for food production supplies.
- Ensure that all food production equipment are serviced as per service level agreements.
- Identify areas of improvement in terms of the physical product in food productions areas
- Demonstrate creativity in food offers, production methods and art in food presentation in the Fine dining restaurant.
- Ensure showmanship in food preparation and presentation in Fine dining restaurant.



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- Use technology to enhance efficiency in food production.
- Review guest feedback on food quality and popularity
- Update Fine dining Kitchen SOPs.
- Ensure strict adherence to food safety and hygiene standards in all kitchen operation by Maintaining a clean and organized kitchen environment while ensuring effective food safety management programmes and initiatives in Fine dining restaurant.

### **3. MANAGING, GROWING AND RETAINING MARKET SHARE**

- Always ensure high yield in food offers by exploring new trends in fine dining.
- Stay updated with the latest culinary trends, techniques, and ingredients. Introduce innovative ideas and concepts to elevate the restaurant's offering.
- Strive to create memorable dining experiences for guests by going above and beyond to meet their expectations and handle special requests.
- Explore and implement food offers that attract high end market segment.
- Ensure food merchandising and presentation is in line with modern fine dining trends.
- Invent creative initiatives that maximize food sales and improve revenue.

### **4. COST MANAGEMENT AND REVENUE IMPROVEMENT**

- Initiate food cost management strategies without affecting standards.
- Monitor and manage inventory levels of food items, ensuring optimal stock levels while controlling costs. Implement strategies to minimize wastage and maximize efficiency.
- Avail regular feedback on supplies and services to ensure value for money.
- Monitor adherence to control procedures in management of food cost.
- Set out the authorities and limitations for each position in the department.
- Monitor food production to ensure it is in line with daily business levels.
- Implement action plans derived from financial performance meetings to improve profitability in food production.

### **5. PEOPLE MANAGEMENT AND PRODUCTIVITY IMPROVEMENT**

- Ensure all staff have clearly defined job descriptions.



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- Ensure every individual has an annual performance plan.
- Ensure each staff performance plan is reviewed annually.
- Understand relevant HR policies and procedures and implement them accordingly.
- Outline culinary skills capacity building initiatives and programs for Fine dining restaurant brigade.
- Lead and inspire a team of talented cooks and sous chefs.
- Provide guidance, training, and constructive feedback to foster their growth and maintain a high level of performance.
- Responsible for staff relations management, communication, and discipline in the kitchen
- Identify and implement cost effective employee reward initiatives.
- Implement reward systems that recognize excellence in living the core values in the Fine dining restaurant
- Consistently adhere to workplace health and safety standards and ensure the team adheres.
- Ensure kitchen staff participate in fore trainings and drills.
- Organize wellness sensitization sessions for kitchen staff.
- Identify and implement wellness interventions for kitchen staff.

### **6. SUSTAINABILITY**

- Support and participate in unit community outreach and environmental conservation initiatives.
- Stay updated on the latest sustainability practices, trends, and innovations within the culinary field.

### **JOB SPECIFICATIONS**

- A degree or diploma in culinary arts or a related field is preferred.
- Extensive experience as an executive Sous Chef, sous chef or production chef in high-end restaurants or luxury hotels
- 5 years of work experience in Food Production from a 5-star international property with at least three-year experience in fine dining food production
- In-depth knowledge of fine dining principles, including impeccable plating and attention to detail
- Demonstrated ability to create and execute innovative dishes that showcase unique flavors and artistic presentations.
- Proven leadership skills to manage and inspire a team of culinary professionals.



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### **SKILLS AND PERSONAL ATTRIBUTES**

- Effective written and verbal communication skills
- Team leader and player
- Ability to lead, inspire and motivate a team to achieve organizational goals.
- A creative mind that can lead continual change initiatives for improved food products, solutions, and experiences.
- Excellent guest service skill and customer focus
- Good knowledge of food and beverage product and service
- Problem solver
- Flexibility to work for long hours, weekends, and holidays.
- Attention to Detail
- Business sense
- Culinary Expertise (ability to cook and knowledge of the kitchen including knife skills and tasting skills)
- Knowledge of fine dining dishes, their preparation and presentation
- Positive people skills within the sections and other kitchen sections
- Excellent presentation skills

### **COMPETENCES AND CORE VALUES**

#### **A) COMPETENCIES**

1. Selecting, coaching/training and appraising staff
2. Influencing and resolving differences
3. Planning and managing staff to achieve quality results
4. Encouraging innovation and open, team-based environment
5. Inspiring trust
6. Creating an environment for learning and knowledge sharing
7. Focusing on the big picture and overall framework for development



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### B) CORE VALUES

1. **Integrity** = (Uphold confidentiality and Respect, Be Non-Discriminatory, Be Ethical, Be Transparent – *We are trusted organization build to last*)
2. **Teamwork** = (Encourage Open Communication and Active Participation, Treat everyone as if they were a customer, Seek and Offer Help, Encourage Knowledge-Sharing, Celebrate Success – *Work must be fun*)
3. **Empowerment** = (Be Decisive, Take Initiative, Be Result Oriented, Resolve to Delight and Build Trust, Recognize and Reward Initiative – *We are passionate about our people*)
4. **Professionalism** = (Deliver the Highest Standards of Product and Service, Be Knowledgeable and Helpful – *We Keep our Word*)
5. **Innovation & Creativity** = (Emphasize on Quality, Embrace New Ideas and Seek Creative Solutions, Learn New Skills, Embrace Technology – *We work towards Continuous Improvement*)
6. **Accountability** = (Care of Resources, Commitment to Excellence and Address Mistakes Promptly, Ownership, Compliance – *We inspire excellence through personal responsibility*)
7. **Compassion** = (Listen carefully to understand, be sensitive and tolerant to others, Acknowledge the Feelings of Others – *We are Committed to Caring*)
8. **Growth** = (Know Every Aspect of your Job, Focus on Accuracy, Aim Higher and be Consistent, embrace continuous learning and Personal Development -*We cultivate a growth mindset by embracing change and continuous learning*)

### APPLICATION PROCESS

All applications sent to [jobvacancy.kampala@serenahotels.com](mailto:jobvacancy.kampala@serenahotels.com) by 13<sup>th</sup> June 2026

Recruitment on a rolling basis