

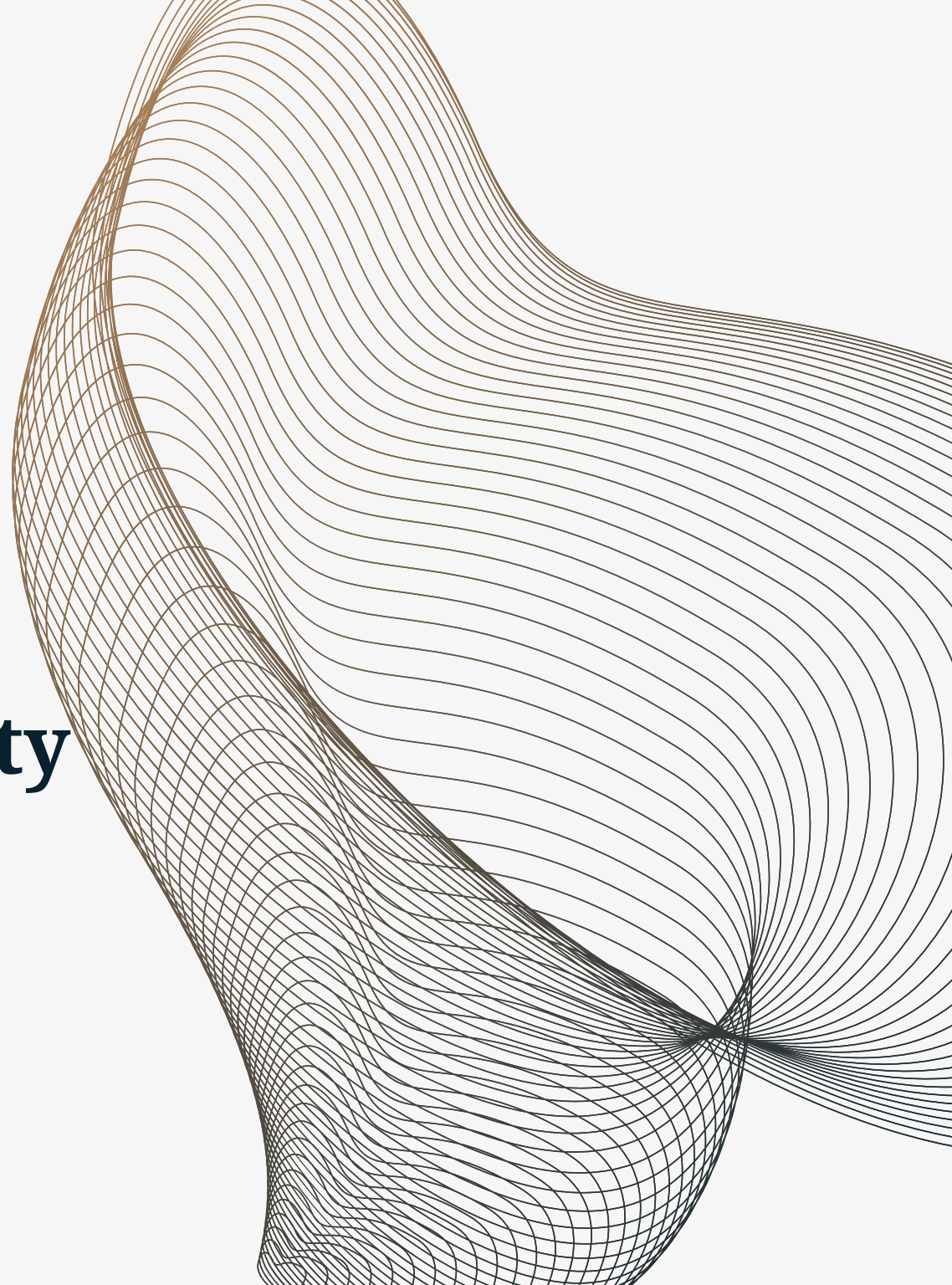


# Candidate Pack

## Head of Hospitality

### Blair Drummond Smiddy

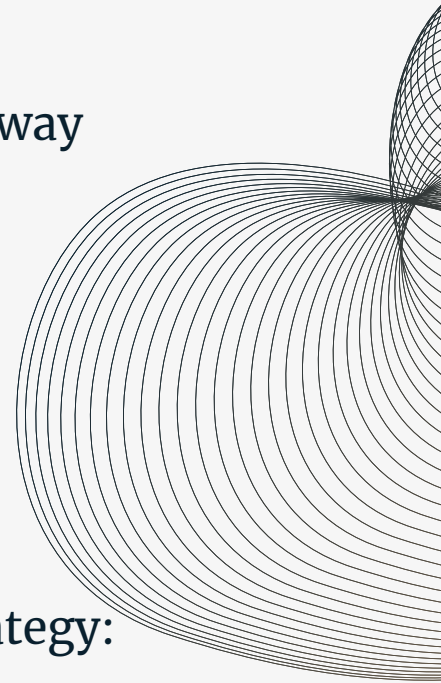
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# About Smiddy Farm Shop

Blair Drummond Smiddy is a family-run farm shop, café and takeaway located near Stirling. Founded in 2016, it has grown into a thriving business offering fresh local produce, homemade meals, and high-quality customer service. The Smiddy is proud to support local suppliers, serve its community, and provide an excellent food experience.

The Smiddy is now in a sound commercial position with a clear strategy: focusing on food, always putting the customer first, and building for long-term growth.



# Values

- Teamwork – working together to achieve our goals.
- Invest in People – supporting, developing and training our team.
- Innovation – creative thinking to improve and grow.
- Integrity – being honest and transparent in everything we do.
- Inclusivity – respecting and valuing everyone.
- Good Decisions – using data, knowledge and insight to guide actions.

# The Role

The Head of Hospitality will be responsible for leading the café, takeaway, and wider hospitality operations, ensuring excellent customer service, driving sales, and leading a high-performing team. They will work closely with the leadership team to deliver the Smiddy's strategic goals.

The Head of Hospitality oversees the Hospitality Manager, who manages:

- Head Chef
- Front of House Manager
- Takeaway Supervisor
- Kitchen Porters
- Café Assistants



# Key Responsibilities

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## Commercial Leadership:

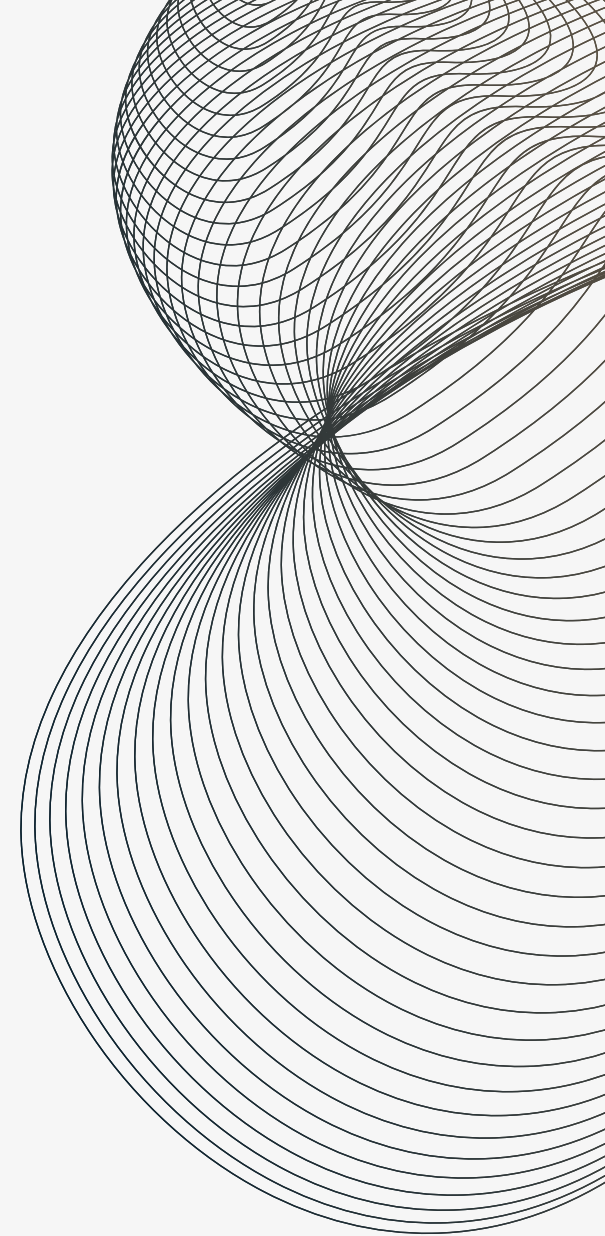
- Manage budgets, forecasting and financial performance.
- Develop new initiatives to drive growth and profitability.
- Oversee supplier relationships and stock control.

## Customer Experience:

- Ensure consistent quality of food and service.
- Monitor and improve customer feedback and satisfaction.
- Maintain high standards across café, takeaway and events.

## Team & Operational Excellence:

- Lead, train and motivate the hospitality team.
- Ensure compliance with health, safety and food hygiene regulations.
- Implement efficient systems and processes.



# Skills & Attributes

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- Proven experience in hospitality leadership.

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- Excellent organisational and communication skills.

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- Ability to inspire and lead teams.

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- Customer-focused mindset.

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- Strong commercial and financial acumen.

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- Knowledge of food hygiene and safety regulation

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# Salary & Benefits

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- 28 days holiday (increasing with service).
- Free staff lunch and on-site parking.
- Company performance bonus scheme.
- Pension scheme.
- Staff discounts on food and retail.
- Free family pass to Blair Drummond Safari Park.
- Excellent salary dependent on skills and experience.
- £45,000 - £50,000 plus a bonus scheme of up to 10% of annual salary



# How to Apply

This is a key role for the next phase of growth at The Smiddy. If you feel you match the above requirements and would like to learn more about this role, please apply with your CV.

Eden Scott is dealing exclusively with this client on this vacancy to apply please send your details to Sally Rae at Eden Scott at [sally.rae@edenscott.com](mailto:sally.rae@edenscott.com) or for an informal chat please call Sally on 0131 550 1138

Closing Date for CV's is 5pm on Friday 3rd October 2025.