

Head Chef

Food & Beverage

Position Title	Head Chef
Department	Food & Beverage
Reports To	Lodge Manager
Work Location	Enkare Emmanyata Lodge, Lake Manyara, Tanzania
Contract Type	Permanent / Open-Ended — Following 6-Month Probation
Application	Apply via enkare.co.tz/careers or email hello@enkare.co.tz
Closing Date	20 June 2026

Role Purpose

The Head Chef at Enkare is not just cooking food — they are telling the story of this land through every plate. Enkare's culinary philosophy is rooted in local ingredients, Maasai food traditions, and the principle that every dish should give a guest a reason to ask where it came from. The Head Chef leads the kitchen team, develops and maintains the menu, and ensures that every meal — from the dawn herbal tea ritual to the fire dinner — is an extension of the Enkare experience.

Key Responsibilities

MENU & CULINARY DIRECTION

- Design and maintain an Enkare menu rooted in local, seasonal ingredients and Maasai culinary traditions
- Develop a menu storytelling card for every dish so servers can narrate the cultural context
- Lead the signature herbal tea ceremony — sourcing, preparation, and presentation
- Design the outdoor dining experience: bush breakfast, fire dinner, sundowner grazing boards
- Update the menu seasonally and in response to ingredient availability
- Ensure every dish can be adapted confidently for dietary requirements: vegan, gluten-free, halal, allergies

KITCHEN OPERATIONS

- Manage all kitchen operations across breakfast, lunch, dinner, and special event services
- Lead, train, and schedule the kitchen team: Cook(s) and Kitchen Assistant(s)
- Maintain the highest standards of food hygiene, safety, and storage — HACCP principles
- Manage food ordering, stock control, and waste reduction with the Supplies Coordinator
- Ensure kitchen cleanliness and equipment maintenance — conduct daily checks and weekly deep cleans
- Manage food cost within the budget target — report variances to the Lodge Manager monthly

TEAM & GUEST EXPERIENCE

- Brief the front-of-house team daily on the menu, specials, and any dietary considerations
- Come out of the kitchen regularly to connect with guests — especially during the community dinner
- Facilitate cooking lessons for interested guests — this is a paid activity and a brand differentiator
- Source ingredients from the local Maasai community and Mto wa Mbu market wherever possible
- Work with the Cultural Host to ensure food experiences are culturally authentic and accurately narrated

Required Qualifications & Experience

- Certificate or diploma in Culinary Arts, Catering, or equivalent professional kitchen training
- Minimum 2 years as a Head Chef or Senior Chef in a lodge, boutique hotel, or high-quality restaurant
- Demonstrated ability to design and cost a menu from scratch
- Knowledge of East African and Maasai-influenced cuisine — or a genuine desire to learn and develop it
- Food hygiene certification — must be current or obtained within the first 30 days
- Able to manage a kitchen team of 3–5 during service
- Good working English — able to describe dishes to international guests

Personal Attributes

- Proud of where food comes from — genuinely excited by local ingredients and traditional methods
- Calm under service pressure — a kitchen that is chaotic at lunch is a guest experience problem by dinner
- Creative within constraints — can make the most of seasonal availability without compromising quality
- Generous with knowledge — loves teaching the team and involving guests in the culinary story
- Meticulous about hygiene and waste — both matter deeply to Enkare's sustainability commitments
- Collaborative — works closely with the Lodge Manager, Cultural Host, and akina mama

What Great Looks Like in This Role

A great Head Chef at Enkare is someone who treats the kitchen as a creative space and the dining table as a stage. They know the name of the farmer who grew the spinach. They can tell you why the herbal tea blend changes with the season. They come out of the kitchen during the community dinner and sit with the guests. They make the food feel like it belongs here — because it does.

Compensation & Benefits

Competitive salary above Tanzanian hospitality market rate, reviewed annually. Package includes meals on shift, uniform, performance bonus, NSSF, and 28 days annual leave.

CULTURE	CONSERVATION	COMMUNITY
We share and protect Maasai culture authentically.	We protect the Lake Manyara ecosystem in everything we do.	We build livelihoods for the people around us.

"If we take care of the culture, the culture will take care of us in return." — Enkare

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