



INTERNAL AND EXTERNAL ADVERTISING OF A VACANT POSITION

Suitably qualified candidates are invited to apply for the following vacancy:

POSITION: Commis Chef

DEPARTMENT: Culinary

JOB GRADE: 3

ROLE SUMMARY

The Commis Chef is an integral member of the culinary team, responsible for supporting the day-to-day operations of the kitchen while developing and strengthening culinary skills. Working under the guidance of senior chefs, the Commis Chef assists with food preparation, supporting the assigned section, hygiene, stock control and the consistent execution of recipes and standards.

The role requires a passionate, disciplined and detail-oriented individual who is committed to delivering exceptional culinary experiences, contributing positively to a collaborative team environment and upholding Tswalu's values and service standards.

KEY RESPONSIBILITIES

KITCHEN OPERATIONS

- Support the efficient day-to-day operation of the assigned kitchen section.
- Maintain high standards of cleanliness, organisation and food safety within the section.
- Assist with food preparation, bulk preparation and production according to established recipes, specifications and presentation standards.
- Follow all standard operating procedures (SOPs), recipes and portion-control requirements.
- Ensure all food is correctly labelled, dated and stored in accordance with food safety standards.
- Monitor stock levels and communicate ordering and replenishment requirements to the relevant chef.
- Assist the Sous Chef and culinary team in maintaining consistent food quality, presentation and service standards.
- Ensure preparation is completed timeously and that the section is adequately prepared for service.
- Handle kitchen equipment safely and correctly and maintain equipment in a clean and serviceable condition.
- Follow portion-control requirements and minimize food wastage.

FOOD SAFETY, HYGIENE & COMPLIANCE

- Maintain high standards of hygiene and food safety in accordance with HACCP principles and Tswalu procedures.
- Ensure food is handled, stored and prepared correctly to prevent contamination.
- Use kitchen chemicals and cleaning equipment safely and correctly.
- Comply with all applicable health, safety, fire prevention and statutory requirements.
- Report hazards, incidents, equipment faults and food safety concerns promptly.

T. +27 53 781 9112 | **E.** info@tswalu.com | **W.** tswalu.com

Farm Korannaberg 296, Van Zylsrus, 8467, South Africa | P.O. Box 1081, Kuruman, 8460, South Africa

DIRECTORS: DAT LAMB (BRITISH) | DN McFAYDEN | CL OPPENHEIMER | JEM OPPENHEIMER | NF OPPENHEIMER
INCORPORATED IN THE REPUBLIC OF SOUTH AFRICA | COMPANY REG NO 1968/001382/07 | VAT REG 4020125912



TEAMWORK & GUEST EXPERIENCE

- Work collaboratively with the culinary team to maintain a positive and professional working environment.
- Support the team during service to ensure efficient kitchen operations and an exceptional guest experience.
- Maintain a professional, warm and helpful approach when interacting with guests and colleagues.

GENERAL

- Attend departmental briefings, meetings and training programmes as required.
- Take responsibility for personal and professional development in consultation with the Executive Chef and senior culinary team.
- Contribute to the implementation and adherence of policies, procedures and operational standards.
- Understand and demonstrate Tswalu's values: Responsible, Honest, Inspirational, Caring, Pioneering and Respect.
- Uphold and actively participate in Tswalu's Long Run initiatives, 4C initiatives and GER standards.
- Assist other departments when reasonably required.
- Perform any other reasonable duties as required by management.

QUALIFICATIONS & EXPERIENCE

- Grade 12 / Matric.
- 2–3 years' experience in a professional kitchen environment.
- Formal culinary qualification is advantageous.
- Previous experience in a luxury lodge, hotel or fine-dining environment is advantageous.
- Valid driver's licence is advantageous.

SKILLS & PERSONAL ATTRIBUTES

- Passionate about food and culinary excellence.
- Professional, friendly and service-oriented.
- Reliable, flexible and hardworking.
- Strong attention to detail.
- Able to work effectively under pressure and manage high-volume operations.
- Strong team player with good communication and interpersonal skills.
- Committed to continuous learning and professional development.
- Good organisational and time-management skills.

KNOWLEDGE

- Food preparation and cooking techniques.
- Kitchen hygiene and food safety.
- HACCP principles.
- Safe and effective use of kitchen equipment.
- Food storage and handling procedures.

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- Bulk food preparation and production.
- Recipe adherence, portion control and food wastage management.
- Guest expectations and culinary service.

OTHER REQUIREMENTS

- English proficiency – speak, read and write.
- Physically fit and able to work in a demanding kitchen environment.
- Willing to work shifts, weekends and public holidays as required.
- Willing to live and work in a remote environment.
- Must comply with all applicable legislative, health and safety, food safety and employment requirements.

WHAT WE OFFER

- A dynamic role in a unique luxury hospitality and conservation environment.
- The opportunity to work within one of South Africa's respected conservation brands.
- A competitive compensation and benefits package.
- A culture that values collaboration, innovation and hospitality excellence.
- The opportunity to contribute to a purpose-led organisation focused on conservation, people, and meaningful impact.

PACKAGE

- Market related salary
- Shared accommodation
- Staff flights between Johannesburg and Cape Town

Suitably qualified candidates can send their CVs to opportunities@tswalu.com

Applications close on **02nd October 2026**

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