

EMPLOYMENT OPPORTUNITY

EXECUTIVE CHEF: BOTSWANA



JOB TITLE:	EXECUTIVE CHEF
REPORTS TO:	FOOD AND BEVERAGE DEVELOPMENT MANAGER AND CAMP GENERAL MANAGER
FUNCTION:	OPERATIONS
LOCATION:	BOTSWANA

PURPOSE OF THE JOB:

The Executive Chef is the custodian of the culinary vision, responsible for delivering an exceptional, immersive dining experience that reflects a deep sense of place, sustainability, and refined luxury. This role transcends traditional kitchen management, positioning the Executive Chef as a storyteller, innovator, and leader who crafts memorable gastronomic journeys rooted in authenticity, seasonality, and cultural connection. The Executive Chef ensures that every culinary touchpoint embodies the ethos of Relais & Châteaux — excellence, individuality, and a celebration of local heritage.

STRATEGIC PILLARS OF THE ROLE

Culinary Artistry & Storytelling

- Design and deliver menus that celebrate regional identity, local produce, and seasonal availability
- Translate the safari experience into cuisine through storytelling, presentation, and ingredient provenance
- Curate bespoke dining moments (bush dinners, interactive experiences, private dining) that elevate guest engagement
- Uphold world-class standards in flavour, technique, and visual excellence

Guest Experience Excellence

- Act as a visible culinary ambassador, engaging with guests to personalise and enrich their experience
- Anticipate guest preferences and dietary requirements with precision and creativity
- Transform feedback into continuous refinement of the culinary offering
- Collaborate seamlessly with Front of House to deliver fluid, intuitive, and memorable service

Leadership & Culture

- Inspire, mentor, and develop a high-performing culinary brigade grounded in respect, discipline, and pride
- Foster a culture aligned with Relais & Châteaux values: humility, excellence, authenticity, and passion
- Build strong succession pipelines through structured training and coaching
- Lead by example, maintaining composure and excellence in high-pressure, remote environments

Sustainability & Provenance

- Champion sustainable sourcing, prioritising local farmers, ethical suppliers, and environmentally responsible practices
- Minimise waste through innovative menu planning and disciplined kitchen controls
- Embed a “farm-to-table” philosophy that enhances both guest experience and community impact

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Operational & Financial Excellence

- Drive financial performance through effective food cost management, forecasting, and procurement strategies
- Maintain rigorous control over stock, wastage, and portion consistency
- Ensure compliance with hygiene, food safety, and operational standards
- Align kitchen operations with business demands while optimising labour efficiency

Planning & Resource Management

- Collaborate with procurement to secure premium-quality ingredients aligned with brand standards
- Ensure best practices in receiving, storage, and inventory control
- Strategically plan staffing structures to support fluctuating occupancy levels

Key Competencies

- Refined culinary expertise with a strong creative identity
- Advanced leadership and team development capability
- Strong commercial and financial acumen
- Exceptional attention to detail and presentation
- Cultural awareness and ability to operate in remote, diverse environments
- Passion for sustainability and conservation-driven hospitality

Minimum Requirement

- Formal Culinary Arts / Food Production qualification from a recognized culinary institute
- 3–5 years' experience in an Executive Chef or equivalent role within luxury hospitality
- Proven experience in remote lodge or boutique luxury environments (highly advantageous)
- Demonstrated ability to train, mentor, and build culinary teams
- Strong administrative and computer proficiency
- Resilient, adaptable, and solutions-driven mindset
- Food portfolio supplied

Minimum of three contactable references

Closing date: 24th of April 2026

Interested applicants should email a cover letter and updated CV to the below listed email addresses.
The subject heading of the email should be written as: **Executive Chef.**

To: opportunities@greatplainsconservation.com

The remuneration package will be offered according to experience and qualifications of the successful candidate.
We do not accept hand deliveries.

PLEASE NOTE, DUE TO THE HIGH VOLUMES OF APPLICATIONS ONLY THOSE WHO ARE SHORTLISTED WILL BE CONTACTED.