



It's never too late to learn something

A mentor helps you negotiate uncharted territory and offers invaluable support, says *Adam Rowledge*, general manager at the Georgian House

Mentoring is not just a form of support for people starting out in their career, but a valuable tool for any business or professional looking to get where they want to go with focus and speed.

Business mentoring has become increasingly popular in hospitality as operators look to one another to be inspired and learn from real-life experience. This sharing of knowledge, perspective and contacts is so important when it comes to shaping the next generation of industry leaders to fulfil their potential. It gives them access to resources that will benefit them as they navigate the path to success, as an individual and as part of a team. It's of huge benefit to those further along the path too, offering fantastic opportunities to expand your professional network and gain support during challenging phases or transitions.

In an industry that is ever-evolving and where innovation is key, the guidance of a mentor can help you to tackle new challenges with the wisdom of experience. It also plays a significant role in developing the leadership capabilities and emotional intelligence of the mentors themselves.

Our industry is an exciting place to be and it's so important that hospitality leaders champion best practice and educate their peers in areas such as employee welfare and company culture. Getting these right is vital if we want to make hospitality jobs a more attractive proposition. We need



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to share the responsibility of inspiring people to pursue a rewarding career if we are going to address the staff shortage.

The Institute of Hospitality (IoH) provides an excellent mentoring programme, Mentor Me, which pairs aspiring managers and future leaders with more established industry figures across a number of sectors.

As chair of the Sussex Branch of the IoH and as a mentor myself, I am championing the scheme to ensure we are reaching across the breadth of the country to provide every aspiring hospitality professional with the opportunity to work with a mentor. This approach to learning and development will help shape their future career beyond the walls of their own business, providing valuable insight and guidance that will be passed on as they continue to develop and nurture the next generation.

I'm extremely passionate about providing support in the capacity of a mentor, but I also recognise that mentoring is a lifelong process, as we never stop learning. I still have a huge amount that I can benefit from by having a mentor of my own and am grateful to the Master Innholders and St Julian Scholars for being so active in promoting this element of continual professional development. If you haven't already signed up to a mentoring scheme – as a mentor, mentee or both – then I would definitely encourage you to do so, and start reaping the benefits sooner rather than later.

Jobs of the week

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There's a huge range of jobs this week at jobs.thecaterer.com, including a head chef post at an Oxford hotel, an opportunity to prepare Japanese food in Berkshire, and a role as a chef-trainer to educate caterers at schools in Newham.

The **Gin Trap Inn** in **Ringstead, Northamptonshire**, is seeking a full-time **chef de partie/sous chef** to join its team for the **summer season**. It is looking for someone who can fit into the tight, friendly kitchen team, to help with **menu development** and assist in all areas of running a fast-paced kitchen.

The 49-bedroom **Cotswold Lodge**

hotel in the centre of **Oxford** is recruiting for an **experienced head chef**. It is looking for someone with a **positive working attitude**, a history of career stability, a proven track record of working with fresh ingredients and a minimum of two years' head chef experience.

A **café manager** is required by the **Royal Holloway University** to lead the **Crosslands** facility at its campus in **Egham, Surrey**. The opportunity has come about as new outlets are being opened and current ones are changing at the site. As well as being a popular café bar for students and staff during term time, Crosslands is also a venue for **external functions**.

Chefs with **Japanese food experience** are being sought by **Arigato restaurant in Newbury, Berkshire**. Those interested must have a minimum of one year's experience in **Japanese hot food and sushi**. The restaurant wants someone with creativity and passion to help it produce **innovative dishes** and enhance the experience for its customers.

Barton Peveril College in **Hampshire** is looking for an energetic, creative and organised **manager** who can provide entrepreneurial leadership and management to its **catering and retail services**. This is a **new post** and the successful applicant will join as the college completely

refurbishes its kitchen, student social area and shop. The college requires a person who can, with their team, deliver **outstanding customer service**.

Newham Catering & Cleaning Services is advertising for a **chef-trainer** to ensure that all of its cook supervisors are working to the same standard in relation to the meals they prepare and the administration of running a busy kitchen. In addition to delivering a **training programme**, they will be required to assist with events such as **parents' taster sessions** in the evenings as well as building links with schools on **basic food preparation skills** for pupils.