

A RECIPE FOR SUCCESS

Culinary Careers *at Gleneagles*



GLENEAGLES



Welcome

Do you know your beurre noisette from your beurre blanc; your charcuterie from your cartouche, and your Tandoor from your tartare? Are you ready to serve up a portion of excellence along with a side of talent, a helping of motivation, a glug of hard work, a dollop of humour and a good grind of camaraderie? Gleneagles offers unrivalled opportunities across many chef roles and positions at all career stages!

At a Glancep. 6

01. A Culinary Destination p. 15

0.2 Meet the Teamp. 41

0.3 Why Gleneagles? p. 57

AT A GLANCE



Nine bars and restaurants offering superb career opportunities across the culinary spectrum – from the theatre of fine dining and the delicate precision of pastry, to the pace and scale of banqueting and the relaxed flair of bar food, Italian brasserie and Indian cuisine

Outstanding career development programme, including a kitchen rotation scheme offering skill-building, traineeships and progression across the nine culinary outlets

On-site accommodation available

International sponsorships available

A fantastic range of perks and benefits, including special rates on rooms in the hotel as well as other Ennismore properties worldwide; big discounts across our restaurants, retail outlets, wellness spaces and outdoor pursuits; and access to three of the world's greatest championship golf courses

Based in the heart of Scotland, just one hour from Edinburgh, Glasgow and Dundee. Direct train routes from London to Gleneagles Railway Station in just five hours



WELCOME TO THE GLORIOUS PLAYGROUND

A warm country house, a glamorous retreat, a Scottish adventure – Gleneagles is a luxury hotel like no other. From its country pursuits, award-winning spa and world-class golf courses, to its range of restaurants and bars and its breathtaking location, there are few places in the world that offer the same breadth of adventures.

Set beneath the Ochil Hills in rural Perthshire, Gleneagles has been one of the world's most iconic hotels and sporting estates for nearly a century. Beginning its life in the golden age of travel, when glamorous 1920s travellers arrived on steam locomotives at Gleneagles' very own railway station, the 850-acre estate celebrates both the natural beauty of Scotland and almost 100 years of heritage.

Whether they come to fly hawks; ride horses; go hiking, fly-fishing or game shooting in the Perthshire countryside; play tennis; play golf; drive off-road; train gundogs; or simply enjoy the countryside air, our guests are welcome to do as much or as little as they want.



JOIN OUR FAMILY

Gleneagles is not just a hotel; it's also the place our people call home; a place where magic happens and memories are made; a place where the pace, passion and pursuit of excellence never stop and where no two days are the same.

With three championship golf courses, nine bars and restaurants, an award-winning spa, an exhilarating array of outdoor activities and over forty departments, it's a culinary destination, a sporting paradise, a global hospitality icon, and a place with outstanding career opportunities across many different roles and disciplines.

DEVELOPMENT & PERSONAL GROWTH

If you're an ambitious chef looking for outstanding opportunities and career progression, there are few places in the world with the same scope for culinary training and development as Gleneagles.

Our unique culinary rotation scheme allows you to move around the business to develop new skills. Whether you want to train in fine French cuisine for the first time, or learn the art of classic Italian cooking from a master, and whether you want to upskill in pastry, Tandoor or build confidence in banqueting and private dining, Gleneagles provides a diverse culinary training ground.

We also have a superb chef development programme for chefs at all career levels, to encourage continual learning and equip every single one of our chefs with the knowledge, skills and experience to progress in their careers.



INTERNATIONAL SPONSORSHIPS

Whether you're a chef based in New York, London, Rome or Singapore, and whether you're used to serving potato, patata, or pomme de terre, we have a Skilled Worker Sponsor Licence and we're looking for the best culinary talent from around the world to join us at Gleneagles!

As long as you're a Chef de Partie or above and can speak, read, write and understand English, we will:

- Pay for your certificate of sponsorship
- Support you through the whole visa application process, from completing the necessary paperwork to helping you arrange your journey to Scotland
- Provide a financial relocation package to support you with the cost of your move
- Offer you initial on-site accommodation free of charge and help you find your own place to live



1.

A Culinary Destination



Gleneagles is a social hotel – a place where our guests come to enjoy glamour and luxury as well as fun and adventure. There is nowhere that better exemplifies that unique mix than in our restaurants and bars. From bar snacks and brasserie classics to family fare and fine dining, Gleneagles is a culinary destination to savour.



FROM FIELD TO FORK

Gleneagles is surrounded by some of the most spectacular scenery and wildlife in the world, and it's this rugged Perthshire countryside that provides such a bountiful supply of fresh, delicious and seasonal produce.

From the berries which flourish in the fields surrounding the hotel in June, and the start of the grouse season in August, to the wild venison harvested from the local hills in autumn, and the langoustine and lobster that's creel-caught in Scotland's icy waters during winter, our chefs have access to one of the most enviable natural larders in the world and change their menus regularly with the shifting seasons.

Every cut of meat or fish, each piece of fruit or vegetable, and every dram of whisky that goes into our dishes is carefully selected by our chefs, and can be traced back to the animal, moorland, river, distillery, farm or field, to ensure the highest animal welfare, environmental and ethical standards.

We value our relationships those suppliers enormously and our chefs are encouraged to make regular site visits to the local farmers, fishermen and producers whose exceptional ingredients feature on our menus.





THE STRATHEARN

Our culinary team put Golden Age decadence back on the menu in 2019, with the grand re-launch of the most famous and formal of all our restaurants, The Strathearn. Inspired by the era of railway travel, the restaurant evokes the glamour and playfulness of fine dining experiences a century ago, through a setting that celebrates the theatre of the outdoors and the beautiful flora and fauna of Scotland.

Our chefs use the finest locally-sourced and Scottish ingredients to celebrate classic French cuisine and the best of the season. Dinner is a decadent and theatrical affair, with traditional gueridon service from bespoke dining trollies bringing excitement to the room, and a team of expert sommeliers overseeing a wine list of 700 labels.

The infamous Gleneagles breakfast offers a smorgasbord of 'naughty and nice' options – from the fruit and juice bar, the dairy and gluten-free area, and the avocado station, to the game, charcuterie, bread, pastries and cheese displays and the cocktail and Bloody Mary station. Items made from the finest locally-sourced ingredients, including Gleneagles' own sausages, haggis, and carved bacon, celebrate local produce and take centre stage alongside an open kitchen where chefs make fresh pancakes and eggs to order.



THE BIRNAM BRASSERIE

With a menu that focuses on Italian and Mediterranean classics, The Birnam Brasserie offers elegant dining in a relaxed and buzzy setting. The result is a warm, atmospheric and inviting space, perfect for any occasion – from hearty family suppers, to three-course romantic dinners, and from long, lazy lunches, to cocktails at the bar with friends. Head chef, Stefano Furci, who hails all the way from Sicily, brings innovative flair, vibrancy and authenticity to a kitchen team who are as passionate about fresh Scottish ingredients as they are the simplicity of traditional Italian cooking.

THE DORMY

Based in our iconic golf clubhouse, The Dormy Restaurant's laid-back charm makes it a favourite with families, friends and golfers alike. Inspiring views across the King's and Queen's golf courses create the perfect atmosphere for relaxation and conversation, while a hearty menu of clubhouse and grill classics, pizzas and mouth-watering specialities from the Tandoor oven appeals to all tastes and appetites.



THE GARDEN CAFÉ

The Garden Café is a bustling space at the heart of the hotel that looks onto a charming courtyard garden. With a menu that showcases naughty and nice snacks – from superfood salads, soups and hearty sandwiches to ice-creams and freshly baked cakes and sweet treats created by our pastry chefs – The Garden Café is the perfect spot to enjoy a light lunch or the morning papers with a coffee. Guests can also stock up on our artisan fine foods range, Gleneagles & Co, which features oatcakes, chocolates, jams and shortbread made in collaboration with local and Scottish Makers.

THE GLENDEVON

Originally the hotel's sun lounge for tea dances and jazz music, The Glendevon is our residents' lounge and afternoon tea venue. With some of the most beautiful views in the hotel, it's the perfect place for our guests to sit back, relax and enjoy one of the finest afternoon tea rituals in the UK. From beautifully delicate pastries and scrumptious scones and cakes, to mouth-watering sandwiches and savouries, our chefs inspire and delight through exquisite afternoon tea menus that celebrate the finest local ingredients and showcase innovative seasonal themes.



THE AMERICAN BAR

The launch of The American Bar – the hotel’s most glamorous cocktail bar – has seen the revival of a space that had been part of the hotel’s original offering in the Golden Age. Reminiscent of the iconic bars of the 1920s and 30s, the lights are low, the drinks are heady and the walls are lined with cashmere. Our Head Bartender, Ludovica Fedi, researched cocktail methodologies from the era to create an exceptional drinks list and pay tribute to the hotel’s fascinating heritage.

AUCHTERARDER-70

Named after the hotel’s original telephone number, this relaxed craft beer bar is Gleneagles’ “19th hole” and the perfect spot for enjoying socialising and sport. The 1920s oak-panelled bar and vintage furnishings provide a relaxed vibe, while a quirky bar menu of delicious light bites and moreish sharing plates – like grilled king prawns with chilli and garlic; buttermilk fried cauliflower with harissa paste and cucumber yogurt; and battered haddock with lemon tartare sauce – offers the perfect post-round pick-me-up.



THE CENTURY BAR

The beating heart of the hotel, this elegant yet informal space has been Gleneagles' main social space for nearly 100 years. At night, it's a beguiling place for a glass of Champagne or a warming malt whisky. By day, it's the perfect rendezvous for coffee or a bite to eat with family and friends. Our chefs have put a Gleneagles twist on many hearty bar classics, from a fish finger sandwich and croque madame to a lobster roll and a Highland Wagyu burger.

ANDREW FAIRLIE

Gleneagles is home to Scotland's only two Michelin-starred restaurant, Andrew Fairlie, established by the late great chef, whose vision, passion and talent ensured the restaurant joined the prestigious Les Grande Tables du Monde in 2017, one of just seven such establishments in the UK. The restaurant places a strong emphasis on provenance with many of the dishes' ingredients grown in the restaurant's very own Victorian walled garden. Headed up by Fairlie's protégé and successor, Stephen McLaughlin, the team is renowned for creating menus that combine the very best in French and Scottish cooking.

OUR CHEFS

Our kitchen brigade of 100 chefs and 40 stewards – led by Executive Chef, Simon Attridge, and managed by Executive Sous Chefs, Richard Dalglish and Ian Syme, and Executive Pastry Chef, Phill Skinazi – are a talented, dedicated and ambitious team who continually strive to innovate, inspire and delight through their menus.

They cater for over 1000 covers a day across four restaurants, three bars, two cafés and an afternoon tea lounge. They are also responsible for the room service operation to 233 guest bedrooms, plus private dining service across 10 different event spaces, ranging from bespoke intimate dinners to fine dining for 500. Additionally, they manage our staff restaurant kitchen which feeds 1000 hungry members of staff daily.

It's a big operation – the team gets through approximately 200kg of Scottish beef, 7000 eggs, 250kg of bacon, 100kg of smoked salmon, and 1000 scallops a week!



OUR ACCOLADES

Our chefs are regularly recognised for their contribution to the culinary arts. Our Executive Chef, Simon Attridge, who earned a Michelin star at the age of just 25 and has a career spanning two decades across the world's finest hotels and restaurants, was recently crowned Hotel Chef of the Year in the Caterer's acclaimed Hotel Cateys Awards.

Young Gleneagles culinary star, Sous Chef Peter Meechan, was crowned the UK's Young Chef of the Year in the 2020 Young Chef Young Waiter (YCYW) competition.

Meanwhile, Estate Sous Chef Callum Roberts, who began his Gleneagles career eight years ago as a Commis Chef, has just been named one of the industry's 30 stars under 30 in the 2021 Acorn Awards – an accolade also achieved by our Head Pastry Chef, Andrew Mackay in 2020.

Outside the kitchen – across the estate and within every department – Gleneagles is dedicated to excellence. Success is not down to a handful of individuals; each and every role is crucial to our success, so everyone is truly valued. Whether we're serving whisky or serving tennis balls; preparing bedrooms or preparing afternoon tea; manicuring turf or manicuring nails – we're united by a desire to create incredible experiences for both our guests and each other.

That dedication leads to many awards. In 2020 alone, we scooped 16 prestigious accolades, including Best UK Hotel in the Condé Nast Traveller's Readers' Choice Awards 2020; Best Hotel in the World in The Times and The Sunday Times Travel Awards 2020; Hotel of the Year at the AA Hospitality Awards; and Best Restaurant Scene in the Tatler Travel Awards.

CULINARY CREATIVITY

Our kitchen team is continually developing new culinary concepts and gastronomic creations, to ensure our menus surprise and inspire our guests. From life-size, edible gingerbread houses and Beatrix Potter-inspired afternoon teas, to our “Strathearn Series” programme – which sees our Executive Chef, Simon Attridge, invite guest chefs to prepare culinary experiences for 12 guests at an open kitchen – our menus are always ahead of the game and exceeding expectations.

A exciting range of outdoor culinary pop-up events appeals to hungry appetites and spirits of adventure throughout the year, from our Seafood Bar & Grill, which celebrates the finest Scottish seafood, to our Indian Street Food Festival and our Gamekeeper’s Hut which showcases the finest game dishes every autumn.





MAKE YOURSELF AT HOME

From the scenery, history and cultural scene to the friendliness and wry humour of the people, it's easy to fall in love with Scotland . . . but we understand how daunting it can be to move far away from home for a new job.

As soon as you get here, our warm and friendly team will go out of their way to help you settle in. From showing you around our estate and helping you to register with the doctor and dentist to providing opportunities for you to make new friends, we'll do everything we can to make you feel at home.

With over 40 nationalities in our team, we're proud to be a truly international family, which we celebrate in a range of ways, including a culinary calendar of themed days in our staff restaurant which sees our international chefs cook their home cuisine, such as Thai, North Indian, Polish and Hungarian, for the rest of the team.

Those living in our on-site accommodation have single en-suite bedrooms and access to their very own pub and gym.

By joining our team golf club, Whitemuir, all our team members are invited to enjoy at their leisure what is arguably one of the best perks in the industry – access to three of the world's most iconic and prestigious championship golf courses, on our James Braid-designed classics, The King's and The Queen's, and host venue to the 2014 Ryder Cup and 2019 Solheim Cup, The PGA Centenary.

We also have a social committee who manage our social calendar, with team events organised throughout the year, from book clubs and film clubs to pub quizzes and our annual Christmas party.



TOP TIPS

Our Head Tandoor & Curry Chef, Mandeep Saini, offers his advice for international chefs moving to Scotland

Accept all the help you are offered. When you move anywhere new, you aren't sure where to buy food, where to register for the doctor, and where to start looking for a place to live. The Scots are very friendly people and will go out of their way to show you the ropes and help you to settle into your new home.

Make the most of living in one of the world's most beautiful countries. Scotland is a truly beautiful place with so much to see and do, from mountains, beaches and woodland walks to historic sites, museums and restaurants. Make the most of it by doing some research – to discover the best walks, the best places to go out for the day, the best view points – and get out and enjoy it with your family. Your new colleagues will be very happy to pass on their local knowledge if you ask them!

Four seasons in one day. The weather in Scotland can be unpredictable and is very different to London or Bombay! In a single day, you can see snow, rain, sunshine and rainbows. For the majority of the time though, it's on the cool side, and there is significant snowfall every winter, so make sure you invest in a decent jacket and hat before you arrive!

You say tomato, I say tomato. The people in Scotland speak English, but the locals use many unusual words, expressions, regional accents and dialects that sometimes it doesn't sound English! They say "wee" instead of "little"; "aye" instead of "yes", and apparently "haud yer wheesht" simply means "please be quiet"! Once you've been here a while you'll begin to understand them. Just give it time . . . before you know it you'll be using those words too!

THE HISTORY

Gleneagles has been one of the world's leading culinary destinations for nearly a century.

On first opening in June 1924, there was much media fascination that, in The Dining Room's kitchen, all the cooking was done by electricity, there was equipment for washing 4,000 dishes an hour, an automatic potato peeler and egg boiler, and a huge tank contained a supply of fresh trout.

Almost a century later, that excitement and world-class reputation lives on in our kitchens, and our team of 100 talented chefs are dedicated to creating exceptional culinary experiences for our guests using the finest locally sourced and seasonal ingredients.



FAMOUS DINNERS

Through the decades, many well-known faces have enjoyed the unique culinary experiences at Gleneagles. From Vivien Leigh and Sir Lawrence Olivier to Sir Sean Connery and John Travolta, generations of diners have tucked into the tastiest treats and finest fare in our restaurants.

During the 1940s, in compliance with rationing, guests were restricted in their culinary choices, with the restaurant's menus instructing that guests might choose "one dish marked 'A' and one marked 'B', or alternatively two dishes marked 'B' but not more than three courses in all at any one meal"!

For two of the biggest and highest profile events in sport – the 2014 Ryder Cup and the 2019 Solheim Cup – our chefs rose to the challenge of developing menus that could refuel the world's best golfers.

During the Solheim Cup, our Executive Chef, Simon Attridge, worked with sportscotland's head of performance nutrition and Team Europe Captain, Catriona Matthew, to create menus that would give the team the optimal chance of performing at their best, featuring seasonal ingredients that are renowned for supporting sleep patterns, hydration and recovery.

Most recently, the entire cast and crew of HBO's *Succession* – who stayed at Gleneagles for several days to film an episode for the series – enjoyed the culinary delights on offer.

Perhaps the most famous dinner of all took place on Wednesday 6 July, 2005, when Her Majesty The Queen hosted a state dinner for heads of government. Cooked by the late great chef, Andrew Fairlie, dinner comprised a starter of Marrbury Smoked Salmon with Roasted Langoustines and Herb Salad; Roast Fillet of Glenearn Lamb with Broad Beans and Peas, Aubergine Caviar and Parmesan Polenta; and Textures of Chocolate.

The wines selected by our sommelier for dinner that evening included a Louis Roederer Quartet NV, Wehlener Sonnenuhr Reisling Spätlese 1995, Masseto 1994 Ornellaia and a Château Climens, Barsac 1990. During the dinner, The Queen led the singing of 'Happy Birthday' for President Bush!



2.

Meet the Team



SIMON ATTRIDGE

Executive Chef

Before being appointed in 2017 to lead the kitchen team at Gleneagles, I held senior positions at the Shangri-La Hotels group, as well as head chef roles at the Michelin-starred Drakes on the Pond and Heston Blumenthal's Riverside Brasserie.

The move from London up to rural Perthshire was one I was eager to make. As soon as I arrived at the gates, I knew I wanted to work here, join an amazing team, and be a part of this iconic brand.

The breadth of the culinary offering at Gleneagles is among the largest and most diverse in the world, and for chefs at any career level it offers unparalleled development opportunities. Over the past five years, the hotel's been transformed with the largest investment programme in its 100-year history and it's been incredibly exciting for our culinary team to be a part of that journey.

We've relaunched our iconic fine dining restaurant, The Strathearn, as well as our clubhouse restaurant, The Dormy; we've created a new café, a new brasserie, an afternoon tea lounge; and we've launched three new bars, all of which have their own culinary identities and styles.

What I'm most proud of is building a diverse team to deliver consistently across all these outlets, so that regardless of where our guests dine – and whether they're enjoying breakfast, a simple sandwich or salad, a curry or a pizza, or a decadent three-course dinner – the dining experience they have is best in class.

As well as transforming front-of-house spaces, all back-of-house areas in the hotel – including our kitchens – have received significant investment. From cutting edge equipment to the installation of a new pastry kitchen, all our culinary workspaces are industry-leading.

Additionally, we've evolved our private dining offering by creating a range of beautiful new event spaces and experiences in the hotel, including a chef's table at our open kitchen, where we recently launched an innovative guest chef collaboration programme, The Strathearn Series. This sees us inviting established and aspiring culinary stars from around the UK to host one-off dining experiences throughout the year.

We're also surrounded by some of the most breath-taking scenery in the world, which lends itself perfectly to unique culinary experiences. If someone wants a picnic on the golf course, a sumptuous loch-side lunch while they're fishing, or a candlelit supper on top of a mountain, those are requests we relish. That's the beauty of Gleneagles – everything is managed in-house. I can't think of many other properties in the world that have this scale or scope of culinary offering.

For a chef, the best thing about this part of the world is the vast natural larder of outstanding regional produce. We change our menus regularly, to reflect the shifting seasons and make the most of these incredible ingredients at the right time.

Our langoustines are creel-caught on the west coast of Scotland and delivered daily to the estate. Our wild venison comes from deer that have roamed freely across Scotland's glens and mountains. Our berries are handpicked from a farm just a couple of miles away, and our wagyu beef comes from cattle grazing in a field just a stone's throw from the hotel.

We're lucky to have ingredients with such an enviable provenance – the fields, woods, mountains and waters around here are a cook's paradise. We have access to some of the finest and freshest seasonal produce in the world, and that makes me and the team – and in turn our guests – very happy.



PHILL SKINAZI

Executive Pastry Chef

I joined Gleneagles in 2017 after spending 17 years mastering the art of pastry in London, including tenures at The Mandarin Oriental and The Savoy, but as a native Scot it felt good to come back home to where my passion began.

When I was a teenager, I got a job as a Kitchen Porter and loved the kitchen buzz straight away. I used to watch the chefs with fascination and, after being promoted to junior chef, I knew I'd found my calling. I didn't like the constant heat, though, so the nice cool pastry kitchen offered me the best of both worlds.

The pastry team at Gleneagles is fun, passionate, creative and high-energy. We're a melting pot of different personalities with our own unique styles, creative influences and aspirations but we share a passion for excellence and we encourage each other to achieve our very best on every shift.

We've got a really supportive, inclusive, and collaborative team dynamic, where everyone – regardless of their role or experience – is valued for their individual strengths and encouraged to express their personality and creative ideas. "Mistakes" are not seen as errors at all, but rather as fantastic learning opportunities for the whole team. Whether it's a mousse that's split, a cake that's not risen properly, or a ganache that hasn't set, we identify what's happened and find a solution – so we're all learning together every single day.

I like to push the boundaries of what's possible in pastry, and I encourage that innovative attitude in my team. No great gastronomic masterpiece can come to existence without trial and error. So I tell my team, especially at the start of their career, that they must let go of fears of making "mistakes" and instead look forward to learning and growing as chefs.

We're continually evolving our menus, so the opportunity for developing new concepts is unlimited. I might provide a brief – for instance, asking one of the pastry sections to come up with a new dish that is summery and fresh, or rich and festive – and tell them to come back to me with ideas. We'll then produce those items to taste and tweak and review them as a team, until we have something really special.

As a junior chef 20 years ago, I remember working in kitchens where you'd be fighting over whisks, spatulas and containers, because all the restaurant's investment was on the customer-facing part of the business. At Gleneagles, the back-of-house areas receive continual investment, so you've got everything you need to succeed in your job. The diversity and scope for professional development across our nine culinary outlets is also second to none. Where there's a desire to build skills and experience in other areas, we actively encourage our chefs to spend time working within different kitchens in the hotel to expand their repertoire.



IAN SYME

Executive Sous Chef

I'm one of two Executive Sous Chefs at Gleneagles, supporting the Executive Chef, Simon Attridge, in overseeing the whole culinary operation across the estate.

We have nine bars and restaurants, so working across the different kitchens at the hotel offers amazing exposure to various culinary traditions and styles of cuisine. Each kitchen has its own unique personality and individual pace. One day I could be managing breakfast service, pasta and the grill in the Birnam Brasserie, or Tandoor in the Dormy, and the next I could be covering fine dining in the Strathearn, so no two days are the same and you're continually sharpening your skills in so many different types of cooking.

We also have regular outdoor pop-up events and restaurants in our gardens, such as our Seafood Bar, our Indian Street Food Festival and our Gamekeeper's Hut, as well as an enormous private dining operation which amounts to 150,000 covers annually, spread across almost 1000 events. These events range in scale from small group meetings, to conferences for 450 delegates. Whether you're creating a luxury picnic hamper for two or a show-stopping wedding breakfast for 200, private dining is a huge learning curve for any chef and an unmissable opportunity to develop skills in pace-setting, planning and man-management.

I love working at Gleneagles because of that diversity and the scope to develop your experience; on every single shift you're learning and developing as a professional. We're a really international team too, so I enjoy working with chefs from around the world and learning from their styles and approaches to food. I can't think of a more supportive, inspiring, exciting or diverse training ground for any chef – if you develop your career here, you'll build the skills and generate opportunities to go anywhere you want to in the world.

As a team we're constantly supporting each other to perform at the highest level – it's an inspiring environment. We're creating, innovating and experimenting every day and all our chefs, regardless of their career stage, are empowered to do that. Simon, our Executive Chef, actively encourages it and has created an open, supportive and creative environment for chefs to flourish.

Aside from having a world-class culinary operation, Gleneagles is also outstanding at everything it does. From our golf courses and country pursuits to our wellness offering and accommodation, every single element here is best in class and you're surrounded by colleagues – fishing instructors, golf pros, equestrian grooms, guest service professionals – who are the best in the industry. There's nowhere else in the world like it. The skills you acquire and the opportunities for professional development you encounter when you're a part of a team like that are unparalleled.



MANDEEP SAINI

Head Tandoor & Curry Chef

I grew up in North India and my whole family were passionate about cooking, so I was immersed in the tradition of Tandoor cuisine from a very young age.

After I left school, I studied economics and accounting which led me to work in a bank in Bombay, but after a few years of dealing with spreadsheets, I decided to change direction and embark on a career as a chef.

As an apprentice chef in Bombay, the city's diverse culinary culture provided me with great experience of learning how to cook cuisines from all four corners of India. I then moved to London and began working in an Indian restaurant. But I was inspired to develop as a chef and learn about the different types of classic international cuisine. I knew nothing about classic French, Italian, Spanish or North American cuisine, so I was starting from scratch and had a lot to learn. When you love doing something, though, it's never a chore to learn more, so I was lucky to spend the next 12 years in some of London's best hotels soaking up knowledge and building experience in traditional French and Italian cooking techniques.

My wife and I have a young daughter and the pandemic made us think about our future, and whether we wanted to stay in London or move somewhere we could have a better work-life balance. The opportunity to move to Gleneagles was one we couldn't miss. Having lived in big cities all my life, it was a bit of a shock at first to find myself in a sleepy, rural Perthshire town – the pace of life is definitely slower here compared to life in a metropolis, but the quality of life is so much higher.

Life is more peaceful, the air you breathe is pure, the schools are fantastic and the scenery is just beautiful. Plus, you are only 20 minutes from the cities of Perth and Stirling, and around 50 minutes from Glasgow, Dundee, Edinburgh and St Andrews, so it's very well located and, if you're missing the noise of the city, you can get there in under an hour.

When I arrived at Gleneagles, my new colleagues were so helpful and went out of their way to make me feel at home. In London, everyone is so busy that you can walk down a street and nobody has time to acknowledge you, whereas here the people are very friendly. For any ambitious chef with a thirst for career progression and hunger for culinary knowledge, Gleneagles offers more than anywhere else.

There are so many styles of cooking to learn across our restaurants and kitchens, that the mentoring opportunities and the scope for improving as a chef are unparalleled. You might be skilled in classic French cooking and fine dining, but if you don't get the chance to do a stint in pastry, or brasserie cuisine, or Tandoor, or private dining for large groups, you'll never build confidence in those areas. Gleneagles builds confidence in chefs and offers training opportunities better than anywhere else I know.



MELISSA WOOD

Senior Chef De Partie, Pastry

I joined Gleneagles as a Commis Chef 12 years ago when I was fresh out of college. After a couple of years, I spent some time away for a while, but the lure of Gleneagles was too strong, so I came back and I've stayed here ever since, developing my skills and building my career.

Moving away from home for the first time at 18 to live and work at Gleneagles was pretty daunting because I didn't know anybody, but I felt at home and made lots of friends really quickly. There's a real community spirit at Gleneagles and new team members are welcomed as part of the family straight away.

Kitchens are very fast-paced and high-pressured environments, but if you love rolling up your sleeves, working hard and enjoy continual learning, it's an incredibly fun, rewarding and exciting career path. Pastry was always where I wanted to be because it's like an artform. You're starting with a handful of really simple ingredients – flour, sugar and eggs – and learning how to transform those simple components into a million and one delicious and beautiful creations. It's quite incredible!

You learn to understand and respect those ingredients and develop knowledge about how they work together. My Nana was the one who first sparked that passion in me. She baked all her life and made the best custard creams in the world. She showed me how a slight twist on a recipe – adding some fruit peel to a simple sponge cake or changing the type of sugar in a dish – can create something really unique. She was so proud when I got the job at Gleneagles and I think about her every single day at work.

Pastry is perfect for people who enjoy multi-tasking, because you're continually prioritising, thinking on your feet and problem-solving. Our pastry team at Gleneagles manages pastry for all the restaurants, afternoon tea, private dining and room amenities, and no two days are the same, so it's an enormous operation and we all have to be really organised. We rotate around the different sections in the pastry kitchen regularly, which gives us the opportunity to build up skills across the full pastry repertoire and I love that diversity.

Gleneagles is one incredible team working together to create amazing memories for our guests. It's a supportive place where everyone is encouraged to grow and make the most of their talents. As I've developed my career here, I've been given incredible opportunities to learn and progress, including building my mentoring skills to help support and train the more junior chefs. If you're prepared to put in the time and commitment, Gleneagles will give back ten-fold.

In Scotland, there's nowhere comparable with Gleneagles in terms of the breadth and standard of culinary expertise, the equipment, the pace, the dedication, the support network and the scale of the operation – it's a truly amazing place.



STEFANO FURCI

Head Chef, The Birnam

Back home in Italy, food is a huge part of daily life. Whatever the occasion, event, festival or celebration, there's always food, family and cooking involved. I come from a very big Sicilian family and grew up immersed in that culinary culture – learning recipes and techniques from my mother, my grandmother, my aunties, and my uncles – which sparked my passion for food and led me to establish a culinary career.

Italy is a big country with a diverse range of culinary traditions and, across the various regions, you'll find they produce and use different local ingredients and put their own regional twist on dishes. Even in one small town or village, you'll find each restaurant and each family putting their own spin on a recipe. Food is life over there – I don't know a single Italian who isn't passionate about it!

As an Italian chef, then, Scotland is an exciting place to work, because the produce here is incredible. The seafood, the meat, the game – it's among the best in the world. In The Birnam Brasserie, our menu offers relaxed Italian, French and Mediterranean-inspired dishes using those fresh, local and seasonal Scottish ingredients.

The diversity of the restaurants at Gleneagles offers chefs incredible training opportunities. You can come to Gleneagles as a chef and spend a decade here, moving around the different kitchens, developing skills in all the different culinary styles, like pastry, fine dining, private dining, Tandoor, Italian. Gleneagles' offering as a training ground to develop as a chef is, I believe, unmatched.

One of the main attractions of Gleneagles is that it never stands still – it is always looking ahead to the future, to innovate, evolve, and lead the way, and this is reflected in all the awards we win. Our Executive Chef, Simon Attridge, is a big inspiration in the team and we all look up to him. He's very talented and he's worked all over the world which has given him a very open-minded approach to cuisine and the enthusiasm to explore new culinary concepts. We are encouraged to learn, to question, and to develop new ideas, whether that's changing our menus seasonally, developing pop-up events, or launching new outdoor dining experiences. It's a very inspirational place for any chef to work!



GRETE BUTKUTE

Sous Chef, Pastry

I grew up in Lithuania and at school I found it really difficult to decide what career I wanted to pursue – I certainly never thought I'd become a chef. At weekends, I used to work in a floristry shop, and I enjoyed making beautiful arrangements, so I knew I wanted to do something creative.

When I finished high school in 2008, I relocated to Scotland to improve my English. I sent my CV everywhere and took several jobs, working in a bar, a clothes shop, in sales and marketing, and in a kitchen at an Italian restaurant.

I enjoyed the culinary environment immediately and I realised that a career in pastry would allow me to combine my interest in culinary with my passion for making things look pretty. So I spent the next decade developing my pastry skills in many of London and Spain's finest restaurants, alongside mentors who really encouraged and inspired me. These included the legendary Albert Adrià i Acosta who taught me that pastry isn't just about working in a kitchen; it's an artform and a sensory experience.

I was appointed as Gleneagles' Pastry Sous Chef in November 2020. It's a management position whereby I rotate around the different stations and help out the more junior chefs. Our kitchen is a really happy place and a truly caring environment – every single person in our team is valued for who they are and encouraged to grow and progress. Our Executive Pastry Chef, Phill, really cares about both our professional development and our personal happiness which brings out the best in all of us.

There's so much passion. As a team, we're continually looking to push the boundaries – how do we make it better? How do we delight our guests? How do we make this creation even more impressive? That positive attitude and success mindset is so important in culinary.

The best chefs never take short cuts; they're willing to take that extra step to produce something absolutely extraordinary.

As all chefs know, the pressure and pace of culinary is addictive. The constant challenge of juggling jobs, making decisions on the spot and executing dishes with precision and excellence, and doing that shift after shift, day after day, is grueling, but it's what keeps you going. No matter what the challenge, you know you can achieve success, and so you push yourself to work at full capacity and do your very best on every shift, and you're surrounded by other chefs who're doing exactly the same. It's a thrilling feeling!

When I first arrived at Gleneagles and saw the scenery around the hotel, I thought I'd come to paradise. The wildlife is flourishing, the countryside is so green, the air is so fresh and that beauty inspires me in my work every day. It's also a much higher quality of living here than in London or any of the world's big cities. You've got the best of both worlds, because you're working within a huge culinary operation at this world-famous hotel, but in your spare time, you really get to switch off and recharge. It's also not far from the big cities like Glasgow or Edinburgh if you need a city fix now and again. I love that balance.

The Scots are also the friendliest people. When I relocated, the Gleneagles team gave me so much support. They helped me to settle in, they provided me with on-site accommodation, and everyone made sure I had everything I needed. It was like being welcomed home by family.



3.

Why Gleneagles?



No matter what jobs we do at Gleneagles – whether we’re cutting hair in the salon, cutting grass in the gardens, cutting cookies in the kitchen or hitting cut shots on the golf course – we’re all cut from the same cloth! We strive for excellence at every opportunity and roll our sleeves up to support our colleagues before they ask. We’re driven, dedicated and proud, and our hunger for learning is matched by our thirst for adventure.



BE A PART OF HISTORY

When Gleneagles first opened in 1924, the media coined it the “eighth wonder of the world” and, for almost 100 years, it’s certainly lived up to that reputation.

Over the past century, our team have hosted events that have made history, our chefs have cooked banquets for royalty, our linkpeople have rolled out the red carpet for rock stars, our housekeepers have prepared rooms for presidents, our golf pros have taught James Bond how to play golf (yes, really!), and our reception and concierge teams have pulled out all the stops to ensure each and every guest who’s walked through our doors has felt special.

As we continue innovating, pushing boundaries and setting standards, we’re always looking for people who can help us build on that reputation of excellence and help to shape our future.

LOCATION, LOCATION, LOCATION

It’s no surprise that Rough Guides recently named Scotland the most beautiful country in the world. Gleneagles is located right at the heart of everything Scotland has to offer – surrounded by stunning countryside, yet also only a short distance from the bustling cities of Edinburgh, Glasgow, Dundee, Perth and Stirling – so you can have the best of both worlds.



CAREER DEVELOPMENT

Regardless of your role, age or how long you plan to stay with us, we're committed to helping you learn, develop, progress and succeed.

Whether you're a kitchen porter with dreams of becoming a chef; an apprentice greenkeeper who wants to become golf course manager; a waiter with visions of becoming restaurant manager; or a housekeeping assistant aspiring to become Gleneagles' general manager, we support every member of our team to find their passion, gain new skills and knowledge and reach their professional potential.

Our range of learning and development programmes, management training sessions, career development workshops and internal secondment opportunities are designed to support you to grow and progress while you're with us.



THE PERKS & BENEFITS

As a member of the Gleneagles team, you will also enjoy a fantastic range of perks, benefits and rewards including:

Time to Let Your Hair Down

- Seasonal parties and local social events
- 50% discount on Food & Beverage, Country Pursuits, Spa and Hair Salon (Mon-Thurs) and the Golf Driving Range
- Golf Membership (with access to all 3 championship courses) for £50.00 per annum

Treats In Your Pocket

- Personal membership to Perkbox, an employee perk platform offering a huge variety of retail discounts, a free Café Nero each week, and a cinema ticket each month, with our compliments.
- Free 'pay day' lunch and monthly drinks offers
- A generous 'refer a friend' scheme

Be Our Guest

- Subsidised, single occupancy, en-suite accommodation available on our estate
- Discounted B&B rates for you, your family and friends at Gleneagles and Hoxton hotels worldwide



OUR IMPACT

We're striving to ensure our impact on the world is a positive one, by minimising our carbon footprint; playing our part in preserving natural assets for future generations; and supporting our friends and neighbours, locally, nationally and globally.

We're only at the beginning of the journey, but it's a journey of continuous improvement. From our well-established 'Green Team' and litter picking challenges in the community, to our charity partnerships with Social Bite and Anchor House, and paid leave for each member of our team to volunteer for a day at a charity of their choice, our people are encouraged and supported to give something back and are helping us make Gleneagles a more socially and environmentally responsible place every single day.



EQUALITY AND DIVERSITY

We celebrate difference, welcome diversity of thought and are committed to building an inclusive community of people who are accepted for who they are - with a specific focus on tackling the barriers faced by those from marginalised groups.

In 2020, our parent company, Ennismore, formed a Global Inclusion Council – which includes members of the Gleneagles team as well as external consultants – who have created a roadmap to show how we address inequality and discrimination through the five action pillars of Attraction, Learning, Culture, Representation, Community, each with its own set of actions and goals.

We're proud to be a gender-balanced organisation, with half of all positions in our team held by women. This trend is present at all levels across our business, from career-entry roles through to our executive committee which also comprises 50% women.



GET IN TOUCH

Interested in *Joining Us?*



We'd love to hear from you!

*Contact our Talent Attraction Partner,
Bernadette, at bernadette.johnston@gleneagles.com
to arrange an informal chat about career
opportunities at Gleneagles.*

*You can also find out more on our website at
gleneagles.com/careers/chefjobs*