



Job Description

Head Cook (Kitchen Manager)

Working Hours: 8 hours per day between 6.00am – 8:00pm, 5 days a week, with time off for a lunch break. Weekend work is included.

Rosters: Set fortnightly rosters are in place. Time off negotiated between same-skilled staff members and approved by management. During the school holidays hours may increase.

Wage Summary: Fixed full-time contract

- Hospitality Award – Level 6
- Superannuation
- Accrued paid sick leave and holiday pay.
- Comfortable staff accommodation – in a 2-bedroom cottage.
- Utilities included: power, water, gas, and Wi-Fi.
- Meal at the café if you are rostered on, 1 coffee a day and 50% off other purchases from the café (excluding alcohol).

Report to: Operations Managers / owners

Dress Code: Wooramel shirts are supplied while working. Staff to wear tidy and clean clothing and closed-in shoes. NO gym wear. Denim or dark shorts and jeans preferred.

The Business

Wooramel River Retreat is positioned 1.2km off an isolated stretch of the northwest coastal highway (120kms south of Carnarvon, 350kms north of Geraldton, and 200kms from Denham). It offers travellers short-term respite and an outback accommodation experience surrounded by nature. Our guests are caravan and camping tourists travelling to and from the North West's major tourist destinations.

Wooramel is all about creating an authentic outback Australian experience — warm, friendly interactions with happy staff, relaxing in the artesian baths, meeting fellow travellers, or connecting with nature. We're not just a caravan park; it's more like inviting friends and family to our home. Our food is home-cooked with love, our campfires are where stories are shared, and our guests leave feeling like part of the Wooramel story.

We foster a family environment within our team — all 16–20 staff live and work together on the station, made up of Australians and international backpackers aged 20–50 years.

Position Summary

An efficient and experienced cook who can handle the pressure of a busy kitchen catering for around 100–150 people twice a day (baked goods and coffee in the morning, à la carte menu at night). The role focuses on delivering wholesome, flavourful meals with a contemporary twist — celebrating local Gascoyne produce and Wooramel's unique outback charm.

We're looking to further develop and utilise our outdoor cooking facilities in 2026, including fire grills, smokers, and camp ovens. Experience with open-fire, smoker, or outdoor cooking techniques will be a strong advantage.

The position requires a dedicated leader with excellent organisation and communication skills to lead a small team and deliver an exceptional guest experience while maintaining a safe, efficient, and creative kitchen environment.

Key Responsibilities

- 1. Menu Development:** Create and update the café menu, ensuring it reflects the café's concept, seasonality, and customer preferences.
- 2. Kitchen Management:** Oversee all aspects of kitchen operations, including food preparation, ordering, and compliance with safety standards.
- 3. Quality Control:** Maintain food presentation, consistency, and portion standards.
- 4. Staff Training and Development:** Train and mentor kitchen staff, promoting teamwork and professional growth.
- 5. Menu Execution:** Supervise cooking and service, coordinating with front-of-house for smooth operations.
- 6. Customer Interaction:** Showcase Wooramel's outdoor cooking style and gather feedback to improve the guest experience.
- 7. Cost Management:** Control food and labour costs, reduce waste, and manage inventory efficiently.
- 8. Creative Input:** Bring innovation to the kitchen, experiment with new ingredients, and collaborate on special events.

Qualifications

- Chef de Partie or equivalent with relevant trade certification and a minimum 2 years managerial experience.
- Proven computer skills – Outlook, Microsoft Suite, POS software (Kounta), Teams.
- First Aid certificate.
- Driver's Licence (HR licence an advantage).
- Experience or strong interest in outdoor cooking methods such as smoking, grilling, or campfire-style cooking will be highly regarded.

Skills

Strong culinary knowledge, leadership, time management, adaptability, and a focus on teamwork and guest satisfaction.

Key Performance Indicators

- Revenue and sales growth.
- Customer satisfaction and feedback.
- Operational efficiency (labour/food cost control).
- Waste management.
- Staff retention and training completion.
- Health and safety compliance.

Wooramel River Retreat's – rules of engagement

You need to know them, believe in them and play by them.

1. Outback Friendly Hospitality

We are warm, genuine, and welcoming. 'We are happy and smiling, we take the time to listen and help when and where you can.

2. Above Expectations

It's in the detail - meeting or exceeding customer expectations often depends on attending to the finer points or personalized details of products and services. We are not 5 star in terms of accommodation but we are authentic, a little quirky and in a beautiful location. The systems and procedures are in place so we can consistently give our guests a very clean, comfortable experience that is above their expectations.

3. Teamwork

When you are at work you need to stay 100% focused on the team goals as well as your own. Contribute in a fair and even way everyday without being asked with all tasks and acknowledge that what may seem like a minor job plays a big role in achieving the overall experience for our guests. Every action has a reaction – consider all possible reactions affecting your team members before choosing an action.

4. Honesty, Integrity and Respect

This goes for the equipment and people. Show others and the equipment the respect you would like in return. Speak truthfully and fairly and openly with team members and guests.

5. Look, listen and think before you take action

We encourage independent thinkers that can see and do, who are capable and willing to learn new skills. But before each job please ask questions or for training, look and listen around you for any dangers or things that do not look right, think about what could happen before you start the job.

6. Have fun and enjoy the adventure

This is not just a job it is a life experience. Station life is a big change for most of you, not many people ever get to experience living in isolation on an outback station, it comes with challenges and uncertainties, but it is an amazing place to learn about yourself and what you are capable of. Take up the challenge enjoy the people and the place live a big life and enjoy the adventure. It will be a lot of fun and you'll make a lot of great memories.