



BAVET - F&B and Product Manager - BAVET & Oats Day Long

Job description

*At Harvest Hospitality, we're passionate about creating memorable dining experiences. With our two thriving brands, **BAVET** and **Oats Day Long**, we're leading the way in innovative food concepts that balance creativity, quality and sustainability.*

We are looking for an enthusiastic and talented **F&B and product Manager** to help bring our vision to life across our current 21 restaurants. You'll be the driving force behind our F&B offer. Focusing on BAVET and Oats Day Long, you'll oversee the product development, ensure high-quality standards and coach our frontline teams to deliver exceptional dishes. This role blends creativity and operational insight, translating market trends, customer feedback and kitchen capabilities into unique, high-quality menus that set us apart in the fast-casual dining space.

KEY RESPONSIBILITIES

1. Product Development

- You're a **true foodie**. Your passion drives you to **monitor trends**, customer expectations and insights from internal stakeholders. Your mission is to **enhance existing dishes** while **developing** new ones, transforming market insights into trend-setting products.
- You excel in creating **innovative menus** that are **balanced, high-quality and trend-driven**, reflecting our unique brand's vision and making us stand out in the industry. As the leader in **introducing new products**, you manage the **entire process**: from ideation and market research to tastings and implementation.
- You ensure **successful product launches** by creating **detailed product sheets, procedures and allergen lists**, guaranteeing **consistency** across all locations. You maintain and update these regularly, including helpful visuals to effectively communicate necessary information towards all our teams.
- By managing an **annual product launch calendar**, you **proactively anticipate** seasonal trends and customer needs, keeping our offerings fresh and relevant. You collaborate with external chefs and artisans to create **seasonal specials and "local hero" dishes**, while involving internal

teams to boost engagement.

- You ensure a smooth product delivery process and conduct **regular risk analyses** to maintain high-quality standards across all F&B products. As the **go-to-person** for ongoing **product issues**, you provide creative solutions and keep stakeholders informed about challenges and improvements.
- Promoting **sustainability** is essential in your role. You advocate for a responsible food supply chain throughout the product development process.

2. Quality Management

- You understand the **operational landscape** of our organizations, navigating the kitchen complexities while creatively developing menu offerings. Your ability to craft innovative dishes within this context ensures that our menus are **inventive, practical, and executable across various locations**.
- You **optimize operations** by developing efficient work methods and procedures. Your **clear guidance** to staff boosts productivity across all locations. You **monitor** performance and implement corrective actions as needed to uphold high standards consistently.
- As the person in charge of **menu engineering**, you oversee menu planning with a focus on **creativity and profitability**. By analyzing sales data and staying attuned to market changes, you make proactive recommendations that enhance our offerings. You **monitor F&B costs** and implement **waste management strategies** to ensure sustainability and profitability.
- Playing a key role in **product photoshoots**, you ensure that visuals align with our brand standards while collaborating closely with the marketing team.

3. Training and Development

- In collaboration with Operations and HR, you design and deliver **engaging training programs** for new and existing employees, fostering creativity and ensuring alignment with our F&B offerings. You organize refresher courses and food fairs that highlight new product launches, actively promoting a culture of continuous learning and development.
- You actively **coach team members** on the floor. Spending 1-2 days per week visiting locations, you conduct tailored audits of dishes, processes and presentation methods. By providing hands-on coaching, tailoring training to specific restaurant needs and following up on their progress you ensure maintenance of our high operational standards across all 21 locations.

Your profile

- You have at least 5 years of prior experience in a similar role;
- You have strong communication skills in English, Dutch and French;
- You're a creative thinker with a passion for F&B and innovation;
- As a true foodie you understand market trends and can transform them into

commercial product offerings;

- You are an excellent coach that is able to inspire and motivate teams on the floor and tailor training to individual restaurant needs;
- You have a strong operational mindset with experience in managing quality and processes within fast-casual kitchen;
- You are highly collaborative with the ability to work across teams;
- you are comfortable with analyzing data and making strategic decisions to optimize menus and improve profitability;
- You are passionate about sustainability and waste reduction in food production.

What's in it for you?

- Being part of our highly dynamic and driven team, passionate about creating memorable dining experiences;
- Full time contract (40h/week) of indefinite duration with a competitive salary;
- Comprehensive package of extra-legal benefits including meal vouchers, hospitalization insurance, group insurance and company car;
- CAO90 bonus.

<https://www.bavet.eu/en>