



Post Title	Operations Manager
School / Organisation	Avanti Schools Trust
Location	Avanti House Secondary School, Stanmore
Grade	Approximately £35,000- £40,000 per annum, depending on experience
Hours	37.5 hours per week
Contract Type	Permanent
	Year round
Reports to	Managing Director
Preferred Start Date	October 2026

MAIN PURPOSES OF THE JOB

The Operations Manager is responsible for the overall operational performance, commercial growth, and food offer across Avanti Schools Trust's school catering operations. The role provides leadership and support to site teams while ensuring the delivery of high-quality food, exceptional customer service, and strong financial performance.

Working closely with Chef Managers, and the senior leadership team, the Operational Manager will drive continuous improvement, develop innovative menus, identify commercial opportunities, and promote Avanti Schools Trust's catering services both within existing contracts and external markets.

The post holder will ensure that all operations are delivered safely, efficiently, and in line with Avanti Schools Trust's values, while protecting profitability and supporting the long-term sustainability and growth of the business.

Avanti Schools Trust's Catering is all about precise, beautifully designed and nourishing menus. We cater for a healthy vegetarian diet, and provide food that is good for the body, mind and soul. Feel good food that genuinely uplifts you. Avanti Schools Trust currently provide over 6000 meals daily nationwide and support over 13 schools. Our menus are designed by nutritional experts who understand the blend between satisfying children's tastes and providing them with essential food types for their growth and development.

RESPONSIBILITIES OF THE JOB

Responsibilities:

Business Development & Growth

- Identify and pursue opportunities to grow revenue through new business opportunities.
- Support catering tenders, contract renewals, and presentations to prospective clients.
- Develop and implement strategies to increase meal uptake and customer satisfaction across all sites.
- Build strong relationships with key stakeholders including school leaders, trust representatives, and external partners.

Financial Management

- Manage budgets, labour costs, food margins, and operational expenditure.
- Review P&L performance and implement strategies to improve profitability.
- Monitor purchasing trends and identify opportunities for savings and process improvements.



Data Analysis & Reporting

- Analyse operational, financial, and meal uptake data to identify trends and opportunities for improvement.
- Produce monthly KPI reports covering sales, labour costs, food costs, compliance, and customer satisfaction.
- Use data-driven decision-making to improve operational efficiency and profitability.
- Monitor and benchmark site performance, implementing action plans where required.

Compliance, Audits & Quality Assurance

- Ensure all sites maintain the highest standards of food safety, allergen management, health & safety, and company procedures.
- Maintain up-to-date compliance records and ensure teams are fully trained in relevant policies and procedures.

Supplier & Contract Management

- Build and maintain effective relationships with food suppliers and service providers.
- Monitor supplier performance and resolve supply chain issues promptly.
- Support procurement initiatives and cost-saving projects while maintaining food quality standards.

Leadership

- Coach and develop Chef Managers and catering teams across multiple sites.
- Conduct performance reviews and support succession planning and talent development.
- Foster a culture of accountability, continuous improvement, and excellent customer service.

PERSON SPECIFICATION

Criteria		Requirement	
		<i>Essential</i>	<i>Desirable</i>
1.	Excellent organisational and multitasking skills	X	
2.	Previous experience within the catering industry	X	
3.	Experience in menu and recipe development	X	
4.	Proficiency in using office productivity tools	X	
5.	Knowledge of food intolerances, diet regimes and allergens	X	
6.	Ability to interpret operational and financial data, identify trends, and implement improvement plans	X	
7.	Ability to build relationships with senior stakeholders and clients	X	
8.	Full UK driving licence and willingness to travel regularly between sites	X	
9.	Commitment to the safeguarding and welfare of all students	X	



FURTHER INFORMATION

Due to the nature of this role, it will be necessary for the appropriate level of criminal record disclosure to be undertaken. In making your application, it is essential you disclose whether you have any pending charges, convictions, bind-overs or cautions and, if so, for which offences. This post will be exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974. Therefore, applicants are not entitled to withhold information about convictions which for other purposes are 'spent' under the provision of the Act, and, in the event of the employment being taken up; any failure to disclose such convictions will result in dismissal or disciplinary action. The fact that a pending charge, conviction, bind-over or caution has been recorded against you will not necessarily debar you from consideration for this appointment.

For further information - [Child Protection and Safeguarding Policy 2026-2027](#)