



HEAD CHEF

Full time
Start date: Q1 2027

Location:
Domaine de Graux, Tournai
On-site role



**More than hospitality. A project with purpose.
You are helping shape a brand-new
sustainable destination to life.**

Domaine de Graux is a 120-hectare agroecological farm in Tournai, rooted in more than 500 years of history. Today, it is entering a new chapter as a venue for businesses and organisations: a place where food, nature, hospitality, learning and human connection come together.

At the heart of this project sits “The Harvest” restaurant: an ultra-local, farm-to-table kitchen built on what our own market garden, fields, and orchards produce, complemented by organic producers from the region.

As we build towards our opening in March 2027, we are looking for a Head Chef who shares this vision and is excited to build a restaurant concept from the ground up: from the first menu to the first service.

The opportunity

As Head Chef, you will take ownership of the restaurant's culinary identity and bring Domaine de Graux's food vision to life, creating a restaurant where the farm's harvest shapes what reaches the plate. Ahead of opening, you will develop the concept and menus, help set up the kitchen, recruit and prepare your team. You will work closely with the Director of Operations, the farming team to turn that vision into a distinctive food experience. Once the doors open, you will lead the kitchen day to day, guiding your team as the menus evolve with the seasons.

What you will build and lead

Develop the culinary concept and menus

- Develop the restaurant's culinary concept and menus, building on Domaine de Graux's food charter: farm to table, seasonal, sustainable, low-carbon, nourishing.
- Create food that is refined, tasty, colourful and appetizing without tipping into formal gastronomy — approachable, feel-good, and true to the Domaine's identity.
- Design attractive buffets suited to different sized groups and meals: breakfast, lunch, breaks, dinner, walking dinners... avoiding "abundance" and food waste.
- Build sustainable menus with vegetarian and vegan options as the base, complemented by thoughtful protein add-ons : Black Angus beef and Mangalica pork all raised on the Domaine!

The farm & supplier collaboration

- Connect the kitchen with the farm and local producers and work hand in hand with the farm team to build menus around what the farm produces: around thirty vegetable varieties plus herbs and edible flowers, orchard fruits, potatoes and, in time, grain-based products. You will also help shape market garden crop planning to match culinary needs.
- Source what the farm cannot produce, prioritizing local organic suppliers within approximately 30 km where availability, quality and cost allow.

Build the preopening kitchen set-up

- Set up the restaurant kitchen ahead of the March 2027 opening: operating equipments, suppliers, stock and food-safety procedures.
- Recruit and train a kitchen team, and run tastings and mock services ahead of launch.

Lead daily production and the kitchen team

- Plan and supervise daily food production and service, adjusting menus, preparation and staffing to reservations, group sizes, availability.
- Ensure consistent food quality, presentation and portion sizes across all agreed services, to meet clients' expectations.
- Coordinate menus, timings, dietary requirements and operational handovers with the Director of Operations, F&B team, Sales and Events team and external MICE caterers where applicable. The restaurant and banqueting service team is managed by F&B leadership.

Run a safe and sustainable kitchen

- Implement and monitor food-safety and hygiene procedures in daily practice, including traceability, temperature controls, cleaning, safe storage and clear allergen information; train the kitchen team accordingly.
- Manage purchasing, deliveries, stock rotation and inventories with the farm and external suppliers, balancing quality, availability, seasonality.
- Develop recipe specifications and portion standards; secure food costs against agreed budgets and targets, reporting results to the Director of Operations.

What does your first success look like?

Ahead of opening, you will have:

- Delivered a finalized culinary concept and menu structure aligned with the Domaine's food charter and ambitions.
- Built a working relationship with the farm team, with crop planning starting to reflect the kitchen's needs.
- Identified and engaged a first network of local organic suppliers.
- Secured a fully equipped and staffed kitchen 100% compliant with safety and health regulations, with the team and service tested through mock services.

Who we are looking for

We are looking for someone chosen first for their motivation and genuine openness to our model — more than for a long CV.

- Substantial professional kitchen experience — comfortable running a kitchen and leading a small team; you don't need to be a seasoned executive chef.
- Real curiosity for and alignment with Domaine de Graux's farm-to-table, seasonal, low-carbon philosophy — someone who wants to cook with what the season and the farm provide, not against it.
- Creativity and flexibility: comfortable composing and adapting menus around available produce rather than working from a fixed, imported supply chain.
- Comfortable working in an evolving, entrepreneurial environment where the offering is co-created rather than standardized.
- Organizational skills to lead both a kitchen build-out project and, later, day-to-day service at varying volumes, from small groups to larger events.
- French and/or English; Dutch is a plus.

Why join Domaine de Graux?

- A unique opportunity to build your own restaurant concept and kitchen from the first page of the menu to the first service.
- Direct access to a 120-hectare organic farm: around loads of vegetables, herbs and edible flowers, orchards, Black Angus cattle, Mangalica pigs, and more.
- Real influence to contribute to a better world: close collaboration with the farming team, with genuine scope to shape the project.
- A collaborative, mission-driven team building a pioneering agroecological destination.

We welcome applications from people of all backgrounds and identities. At Domaine de Graux, diversity of perspectives is part of what makes our ecosystem strong and vibrant.



How to apply

Please send us your CV together with a motivation letter or video, and tell us why this role and the vision of Domaine de Graux resonate with you to

info@domainedegraux.com