

Head of People

At e5 Bakehouse

Job Type: Salaried

Reports To: Founder of the company

Location: Primarily Head Office in Hackney, regular visits to Poplar (E14) and Stratford (E20)

Contract: 2 days / 16 hours per week (flexibly spread across the week)

Salary: £47k pro rata

About Us

E5 Bakehouse is an independent, values-driven bakery and café, operating seven days a week across three vibrant East London locations. We're passionate about championing sustainability, celebrating diversity, feeding communities, sharing knowledge, and inspiring craftsmanship. Our culture is at the heart of everything we do — whether we're baking sourdough, running workshops, or serving our neighbourhoods.

About the role

We're looking for a Head of People and Culture to join our team and support our current HR lead. You'll be primarily based at our Hackney site, but will regularly visit our Poplar and Stratford sites. This is a hands-on, people-focused role where you'll be a key ambassador for our culture and values.

You'll handle employee relations (ER) cases with care and professionalism, but your work won't stop there. You'll also support recruitment, onboarding, training and development, and help nurture our unique culture. You'll work closely with our diverse team to ensure E5 Bakehouse remains a fantastic place to work and grow.

About you

- You're passionate about food, people, and community, and you understand what makes E5 Bakehouse special.
- You have a minimum of 3 years experience in a similar people-focused role within a values-led hospitality environment
- Handling ER cases is your bread and butter, but are also adept in supporting recruitment, onboarding, and team development
- Excellent understanding of Employment Law
- You're a champion for diversity and inclusion, and you care about sustainability and community.
- Experience working with unions is a bonus, but not essential.
- You're proactive, approachable, and an excellent communicator.
- You're organised and happy to split your time across our three sites.

Key Responsibilities

- Manage and resolve employee relations cases with empathy and fairness.
- Support recruitment, onboarding, and induction of new team members.
- Foster a positive, inclusive, and values-led culture across all sites.
- Coordinate and deliver training and development initiatives.
- Advise on HR policies and best practices, ensuring compliance with relevant legislation.
- Support E5's commitment to sustainability, diversity, and community engagement.
- Build strong relationships with team members at all levels.

What we offer

- Part-time, flexible hours (16 hours per week, spread as needed)
- A supportive, passionate team and a welcoming, creative environment.

- The chance to make a real impact on our people and culture
- A hearty, delicious staff lunch each day, plus all the free coffee and tea you can drink.
- Generous discounts across all of our products.

How to Apply

Send your CV and a cover letter telling us why you'd be a great fit for E5 Bakehouse and this role to jobs@e5bakehouse.com. We'd love to hear how you connect with our values and what you'd bring to our team.

E5 Bakehouse is an equal opportunities employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. Join us in feeding communities, inspiring craftsmanship, and shaping the future of E5 Bakehouse!