

Appetite for ambition?



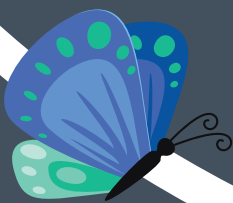
**At Norse Group, we provide fresh,
high-quality meals to schools, care settings,
and businesses across East Anglia. Our focus is
on seasonal, locally sourced ingredients that support
both good health and our regional suppliers.**

**We understand the impact that food can have — whether
it's helping a child focus in the classroom, bringing comfort
to a care home resident, or fuelling a busy team at work.
That's why we put care into everything we do.**

**Our catering teams are made up of people who take pride
in their work and care about the people they're serving.
We listen to our customers, support one another,
and always aim to do things the right way.**

**If that sounds like your kind of team, we'd love to hear from you.
Best of luck with your application—we hope to welcome you soon.**

Craig Neale
Head of Catering



**Welcome
to Catering**



Education catering – be part of something bigger



Working in school kitchens is about more than preparing meals—it's about shaping positive food experiences for the next generation. As part of our education catering team, you'll help children build healthy eating habits and enjoy food that fuels them for learning.

You'll work closely with schools to deliver engaging, nutritious menus that meet national school food standards. Led by our menu development team with student council input, you'll help craft meals that are tasty, nutritious and inclusive.

As a Bronze Food for Life provider, our commitment to quality means:

- **75% of meals are made from scratch using fresh ingredients**
- **All meat is Red Tractor assured**
- **We use locally sourced, seasonal fruit and veg whenever possible**
- **Our recipes are free from GM ingredients, trans fats, and artificial additives**

You'll learn how to prepare wholesome dishes—from fresh pizza dough to low-sugar desserts—and take part in seasonal promotions that encourage children to try new foods.

We're proud to lead with an Allergen Aware Menu, free from most of the top 14 allergens, and offer full allergen and nutritional transparency to support families.

Your role matters. Children are at the heart of everything we do, and by joining us, you'll be part of a team that empowers young people to thrive at school.





Inclusive dining for everyone

Care catering – making every mealtime matter

In our care homes, catering is about dignity, comfort, and connection. Join our team and help create inclusive, sociable mealtimes that truly make a difference in residents' daily lives.

You'll prepare meals that reflect individual needs and preferences, including support for those with eating, drinking, and swallowing (EDS) challenges. With ongoing training and team support, you'll ensure every resident can enjoy safe, delicious food.

Menus are shaped by residents and their families, so the food you serve feels familiar, meaningful, and nourishing.

Homemade snacks and cook-to-order light meals provide variety and flexibility—because every day is different.

Whether you're new to catering or looking to grow your skills in a supportive environment, we'll give you the tools and training to succeed. Join us in making food a source of joy, comfort, and care.





Our values

We act with integrity

Even in challenging circumstances, we do what we believe is right for our communities, people and partners.

We care completely

We are real people who look after each other. We champion diversity, offer a helping hand to those who need it, and build trusted partnerships through empathy.

We collaborate, proactively

We create environments where ideas and knowledge are shared and voices are heard. We spot opportunities and solve problems before they occur.

We pursue better

We all are empowered to find solutions that benefit our customers, communities and colleagues - using initiative and ingenuity to create a better way.

We make it happen

We act with expertise, specialism and pragmatism every step of the way.

We get the job done.

Why pick us?



Competitive rates of pay



Cycle to Work scheme



Branded uniform and work shoes



Access to a range of employee discounts



NEST Auto-Enrolment pension scheme (subject to eligibility)



Personal development and training with our award-winning Learning and Development department



A 24/7 Health Assured helpline, with calls answered by experienced counsellors, legal and financial specialists

**When you join the Norse Group catering team,
we'll make sure you feel confident and fully
prepared from day one.**

Your induction includes a mix of engaging E-learning courses to build your knowledge, covering key areas such as:

- 1 Food Safety (Level 1 & 2)**
- 2 Allergen Awareness**
- 3 Health and Safety essentials:**
manual handling, working at height,
first aid awareness, fire safety
awareness, and safeguarding

You'll also receive EDS and IDDSI training, relevant to working in care environments. Alongside the online learning, you'll be supported with on-site, hands-on training from an experienced team member. They'll guide you through the day-to-day of your role, helping you build confidence and feel part of the team from the very start.

Norse Group are passionate about supporting your development and helping you build a lasting career. Our dedicated Learning & Development Team are there to help you explore the right opportunities for your goals.

Apprenticeships are a fantastic way to combine hands-on experience with structured learning. Whether you're just starting out, looking to upskill, or considering a career change, an apprenticeship can offer the perfect route forward.

If you're eligible, you'll be enrolled with a trusted training provider who will support your learning journey. You'll gain real-world experience, work alongside skilled professionals, and study towards a nationally recognised qualification.

We currently support colleagues on apprenticeships ranging from Commis Chef (Level 2) to Senior Production Chef (Level 3)—helping them build essential skills and progress in a rewarding catering career.





Comprehensive training to
set you up for success

Belonging

To us, Belonging means more than just being part of a team – it's about creating an environment where every colleague feels valued, supported and connected to our shared purpose.

Belonging, part of Norse Group's Equality, Diversity and Inclusion (ED&I) initiative, celebrates individuality, while reinforcing our collective strength, ensuring

everyone has the space to thrive, contribute and feel part of something bigger. With our regular Our Voice meetings, you have the chance to represent your area of the business and bring about positive change.

By creating a culture of inclusion and respect, we create a healthier and happier workforce and a stronger, more socially responsible organisation.

We care completely



Wellness

We are committed to creating a safe workplace environment that nurtures wellness, putting you at the heart of your wellness journey and encouraging you to be your happiest and healthiest self – both in and out of work.

Our dedicated wellness hub is accessible to employees 24/7 and provides a wealth of resources and support to help you not only take care of yourself but your colleagues and loved ones too.

Whether you need to connect with our network of Mental Health First Aiders, participate in wellness training courses or seek advice through our Employee Assistance Programme, Norse Group offers many ways to support your health and wellbeing.



Communities

We believe in the power of community and are dedicated to giving back. Through a range of charitable initiatives, we actively invest in programmes that empower local communities.

Whether through partnerships with local charities, employee volunteering or funding initiatives that address key social issues, we are committed to creating positive, lasting change.

Client feedback

The menu was great and the staff in the kitchen made it so enjoyable and memorable. The food was delicious, and the homemade cakes were so tasty, the effort your staff put into preparing these dishes is outstanding all being prepared and cooked fresh each day is inspiring. Nothing is ever too much.

School Office Feedback



1



My name is Kayleigh Watts, and I began my career with Norse in September 2023 as a Catering Assistant. From day one, I supported the team in a busy kitchen environment at Poringland Primary School, helping wherever needed to ensure smooth daily operations and serving food at Stoke Holy Cross Primary School.

During this time, I received practical, on-the-job training which helped me develop my skills and build confidence in a fast-paced setting. I quickly became familiar with food safety standards, teamwork under pressure, and delivering excellent service.

Thanks to the support and development opportunities offered by Norse, I progressed to the role of cook manager in January 2025 for the same kitchen. This has been a rewarding step, allowing me to take on more responsibility — from overseeing kitchen operations and managing employees and ensuring high standards are maintained.

What I love most about my current job is the sense of teamwork, the satisfaction of delivering meals that make a difference, and the opportunity to grow within a supportive organisation. I feel proud of how far I've come and excited about what's ahead in my career with Norse.

2



My name is Lisa Hobbs. I joined Norse catering in July 2024. I started as a cook manager in a local school. I had been in the hospitality industry previous for 11 years. As a part of HM coastguard emergency services which I also do I wanted to find something that slotted in well with this and a term time only job was perfect.

I thoroughly enjoyed my time as a cook manager and gave me a real joy of feeding the children especially the more shall we say picky eaters. I was offered a promotion of area supervisor in March

and, although at the start I thought I wasn't cut out for the job, a huge comfort was given to me by my support network. They have guided me through every question, phone call and email. In my years of work I have never had a message or email to say thank you or well done. Norse have given me all that and more.

I am so grateful I was given this opportunity to move forward so quickly with my career at Norse. They are committed to helping their employees progress forward and bringing the best out in them through their jobs.

Start your career with us today.

Visit our website for opportunities
Careers.norsegroup.co.uk



United in Purpose