

Baker

CAREER FOCUS



ENTRY REQUIREMENTS

There are a few routes you can take to become a successful baker:

- College
- Apprenticeships
- Direct recruitment into a bakery if you have other catering experience

You'll need to show why you're passionate about baking in order to impress your College tutors and potential employers.

AVERAGE SALARY

The starting salary for a Baker's Assistant is from £13,000. After gaining experience and related qualifications this could increase to £20,000, with Master Bakers earning £25,000.

SKILLS & QUALITIES

You will need the following skills and qualities to be a good baker:

- Attention to detail
- Teamwork and communication
- Being calm under pressure
- Practicality

Bakers make a range of breads, cakes, and pastries either by hand or using machines. This may be on a small scale such as in a village bakery, or on an industrial scale in a bread making factory.

In a typical day a Baker will:

- Measure out ingredients
- Work with machinery including power mixers and industrial ovens
- Work out precise baking times and oven temperatures
- Keep production areas clean
- Do regular stock takes and ensure supplies are ordered
- Work on a production line and meet production schedules
- Help to develop new products and perfect methods to ensure good consistency and quality

A baker usually works within a factory and will be expected to adhere to strict hygiene rules that require hairnets, gloves, and clean protective clothes to be worn. The scale of the factory varies and may be small with just a few mixers and ovens or very large and highly industrial. Working hours may consist of shift work and weekend work at large factories that produce baked goods 24 hours a day, and smaller factories may start in the early hours of the morning.



PATHWAY TO SUCCESS

At least 2 GCSEs at grade 4/5 and above

Level 2 Bakery (1 yr)

Level 3 Professional Bakery (2yrs) or Catering Qualifications or Apprenticeships

Baker you could start as a Bakery Assistant, Baker or trainee. You could also start your own business.

CAREER PROGRESSION

By starting as a baker's assistant, you may progress to being a bakery supervisor. With the right aptitude and by gaining further qualifications you could take on roles such as production manager or master baker. After gaining industry knowledge as a baker, you could consider moving into related fields such as technical advisor for companies that produce bakery equipment or a development baker who is involved in creating new products. Opportunities also exist in craft and artisan baking as part of a high end restaurant or specialist baking team, becoming a specialised in a particular aspect of baking, e.g. pastry chefs.

ADVANTAGES

- The physical aspect of the job could suit active people who like to get hands on.
- You learn very useful skills that can be utilised outside of work.
- Depending on the bakery there can be opportunities to be creative, e.g. hand decorating cakes, putting finishing touches on baked goods.
- Pride in the finished products.
- Some companies may allow you to take excess produce for free or at discounted prices.

DISADVANTAGES

- Work is physically demanding – on your feet all day, lifting heavy bags of ingredients, being exposed to high temperatures due to the ovens.
- Often involves working unsociable hours.

FURTHER INFORMATION

- <https://nationalcareers.service.gov.uk/job-profiles/baker>
- <https://icould.com/stories/rob-s-3/>
- <https://www.bbc.co.uk/bitesize/articles/zvmjbdm>