

# GLOBAL CULINARY CERTIFICATION

## CERTIFIED MASTER PASTRY CHEF



The holder of this badge is a professional pastry chef with an in-depth knowledge of pastry and baking arts, and a proven track record in creating pastry, bakery and dessert dishes and products which have been recognised for pastry excellence. This individual has extensive professional pastry experience and is either employed as an executive pastry chef, corporate executive pastry chef (or equivalent) or run their own business.

THIS DOCUMENT SHOULD BE READ IN CONJUNCTION WITH THE  
**WORLD CHEFS GLOBAL CULINARY CERTIFICATION INTRODUCTION  
HANDBOOK**

### WHAT THE DIFFERENT COLOURS MEAN

**Skills required:** Skills required to achieve a badge are shown in black

**Examples:** For each skill required, a range of examples are provided to illustrate how the relevant skill can be demonstrated. Examples are shown in blue.

Examples are a list of activities which are likely to be carried out when undertaking the role the badge relates to. The list of examples is **not** exhaustive. Individuals are **not** required to demonstrate every skill listed and there may be other relevant skills which are not listed, but can be accepted.

**Definitions:** Key terms, which are used to illustrate the skills required and/or the examples, are explained in light blue.

## ENTRY REQUIREMENT

Completion of **Worldchefs Certified Pastry Chef** or equivalent\*

*\*The revised list of acceptable certifications will be published in July 2019.*

## ELIGIBILITY FOR FAST TRACK CERTIFICATION

Applicants holding the following professional certification are considered to have met the requirements for the Worldchefs Certified Master Pastry Chef level:

**- American Culinary Federation Certified Master Pastry Chef® - CMPC®**

Applicants must be working as a head pastry chef, executive pastry chef, or equivalent at the time of application.

Worldchefs Certified Master Pastry Chef	
	<b>Pastry section</b> refers to a team of pastry chefs, with or without direct reports, who are managed by the Master Pastry Chef.
	<b>CORE SKILLS</b>
<b>C1</b>	<b>Support the delivery of revenue strategy to achieve set goals</b>
	Provide input into strategic decisions to inform the revenue plan for the establishment
	Support line manager to develop the establishment revenue plan
	Develop revenue plan for the pastry section
	Work with direct reports to implement the revenue plan for the pastry section
	Manage a co-ordinated delivery of operational projects underpinning the pastry operation, within budget and on time
<b>C2</b>	<b>Set and monitor targets</b>
	Translate the kitchen revenue plan into targets and action plans for the pastry section
	Set and communicate targets and action plans to the pastry team(s)
	Maintain an overview of the establishment's business performance
	Monitor the performance of the pastry section in relation to the establishment's business performance
	Monitor the performance of the pastry teams against their targets and action plans
	Take corrective action, as necessary, to ensure targets are met
<b>C3</b>	<b>Lead and manage pastry section(s) to achieve targets</b>
	Provide input to inform the strategic direction of the kitchen, as required
	Set objectives for direct reports to achieve targets and goals
	Oversee the day-to-day operation of the pastry section and manage any issues which have been escalated
	Conduct meetings for direct reports and the wider team(s), as necessary
	Conduct performance review for direct reports
	Manage performance issues, disciplinary actions and terminations
	Monitor the performance of the pastry section to identify opportunities for improvement
	Establish and maintain effective working relationship with members of the pastry team(s), peers, line manager and line manager's peers

<b>C4</b>	<b>Provide guest service</b>
	Manage and coordinate all activities across the pastry section to ensure that food production and food service, if relevant, is in line with establishment standards
	Monitor the quality and efficiency of pastry production and make suggestions for improvements
	Highlight potential problem areas around pastry production to line manager and make recommendations for improvement to help manage the reputation of the establishment
	Identify training needs to address problem areas, as necessary
	Deliver training or arrange for training to be delivered to address problem areas in the pastry section, as necessary
<b>C5</b>	<b>Solve problems and deal with pressure effectively in own area of responsibility</b>
	Identify potential issues in the pastry section which may impact on the food production and/or guest experience and address these proactively
	Deal with any issues or problems in or related to the pastry section
	Resolve operational issues or problems within the pastry section which may impact on the section's work and/or guest experience
	Work with line manager to respond to guest requirements and complaints which have been escalated to the pastry section
<b>C6</b>	<b>Contribute to managing guest feedback</b>
	Work with line manager to review guest feedback/comments related to the pastry section and to identify areas for improvements
	Develop and implement strategies to improve pastry, baking or dessert products/dishes, based on guest feedback
<b>C7</b>	<b>Recruit staff</b>
	Identify recruitment needs for the pastry section
	Screen candidates for pastry chef positions
	Conduct interviews for pastry chef positions
	Select and appoint pastry chefs
	Develops strategies to retain staff and reduce turnover within the pastry section

<b>C8</b>	<b>Manage staff training and development</b>
	Deliver induction to the culinary operation and other departments, as necessary
	Oversee training plans for the pastry section to ensure team(s) receive necessary skills training to maintain establishment standards and deliver guest experience
	Oversees training delivered for the pastry team(s)
	Monitor food production by the pastry section to identify further training needs
	Coach members of the pastry section, as necessary, to maintain standard operating procedures
	Develop and implement effective practices for the pastry section to maximise revenue and/or improve profitability
	Identify opportunities for members of the pastry section to develop new skills and progress
<b>C9</b>	<b>Manage finances*</b>
	Contribute to the development of the kitchen financial plan
	Monitor or support the monitoring financial performance of the pastry section
	Maintain an overview of the kitchen business performance
	Plan and control operational budgets and costs for the pastry section
	Contribute to driving sales for the pastry section to achieve kitchen revenue targets
	Take corrective actions within own area of responsibility, as required, to ensure financial targets are met
	<i>*Same as Certified Pastry Chef level</i>
<b>C10</b>	<b>Plan and manage resources, within budget*</b>
	Help drive efficiencies for the pastry section:
	- Organise rotas, work shifts and in-house training
	- Contribute to managing and overseeing pastry requirements, including daily requirements and requirements for functions and special events
	- Ensure food stock for the pastry section is purchased <b>'just in time'</b> as much as possible
	- Manage food stock and storage for the pastry section to keep wastage to a minimum
	- Check pastry equipment is safe to use and in good working order
	- Organise cleaning and maintenance of pastry equipment
	- Ensure safe and secure storage of pastry equipment
	- Arrange for maintenance of pastry section and equipment, as necessary
	<i>*Same as Certified Pastry Chef level</i>
	<b>'Just in time'</b> purchasing refers to a food purchasing strategy which aims to order raw materials directly from suppliers and in line with the kitchen production schedule to ensure efficient management of stock and to low inventory costs

C11	<b>Promote sustainable practices in the kitchen</b>
	Demonstrate an understanding of key barriers that a culinary operation may need to overcome to establish sustainable practices in the kitchen:
	- Reducing food waste
	- Recycling waste/packaging
	- Economic use of power and electricity
	- Consideration of carbon footprint: the environmental impact of getting goods to the establishment (eg food miles)
	- Consideration of animal welfare

Worldchefs Certified Master Pastry Chef	
	<p>Role Specific Skills required at the Worldchefs Certified Master Pastry Chef level <b>include</b> the Role Specific Skills required at the Worldchefs Certified Pastry Chef level.</p> <p>Applicants at this level must hold a Worldchefs Certified Pastry Chef badge or equivalent to be eligible to apply.</p> <p>Individuals who are eligible to apply for this level (ie they hold the Worldchefs Pastry Chef certification or equivalent) <b>will only be required to evidence Role Specific Skills R11, R12 and R13 under this section.</b></p>
	<b>ROLE SPECIFIC SKILLS</b>
<b>R1</b>	<b>Demonstrate an understanding of own role and the role of the pastry section</b>
	Explain key activities that are part of own role
	Describe how different teams within <u>and outside</u> the kitchen work together to produce and deliver food and food service
	Explain how the pastry section contributes to the effective running of the establishment
<b>R2</b>	<b>Manage the pastry production to meet standards set by the establishment and guests' needs</b>
	Check reservations for daily requirements, including guest numbers and any special requirements, and ensures that these can be met by the pastry section
	Plan staffing and resources to ensure the pastry section is ready for food production and service, if relevant, and daily requirements can be met
	Oversee the food production in the pastry section
	Coordinate with food service staff to ensure guests' food experience meets establishment standards (if relevant)
	Manage staffing levels within the pastry section in accordance with the production requirements including daily and seasonal fluctuations
	Manage issues within the pastry section to ensure efficient food production
<b>R3</b>	<b>Plan pastry and dessert menus based on guest profile and establishment type</b>
	Design <b>pastry, baking and dessert products/dishes</b> based on a variety of baking and cooking techniques and food items
	Identify <b>guest</b> and <b>establishment profile</b> and how these will impact on the pastry menu design
	Plan for guests with special requirements and special diets including allergens
	Choose ingredients and <b>pastry, baking and dessert products/dishes</b> considering seasonality and sustainability
	Consult with sous chef (or equivalent) and other managers to develop pastry menus
	Work with line manager to plan menu changes, new menus or menu specials

	<p><b>Pastry, baking and dessert products/dishes</b> may include a range of bread, cake, celebration cakes, pastries, morning goods, iced and cold desserts, petit fours, tea pastries, pralines/chocolates, centre pieces which could include the use of one or more of the following medium: chocolate, cooked sugar, pastillage, marzipan and specialist cravings.</p> <p><b>Guest profile</b> refers to characteristics which describe the type of customers who would dine at the culinary establishment and which are used to make decision concerning menu items and the service. These characteristics may include information such as demographics, gender, age, ethnicity, religion, location social background, buying patterns, income, purchase and dietary preferences.</p> <p><b>Establishment profile</b> refers to characteristics of the culinary operation including location, guest profile, style of décor as well as local and regional requirements (eg sustainability, sourcing of food etc).</p>
R4	<p><b>Procure ingredients and supplies for the pastry section, in line with the establishment's requirements and guidelines</b></p> <p>Select suppliers</p> <p>Set the specifications for pastry food items, in line with budget requirements</p> <p>Negotiate prices for pastry food items, if appropriate</p> <p>Place and track orders</p> <p>Ensure that food items ordered are received at the specification, quality and cost agreed with the supplier(s)</p> <p>Manage any issues related to food deliveries</p> <p>Manage supplier relationship</p> <p>Maintain stock levels in line with business needs</p>
R5	<p><b>Produce and present pastry, baking and dessert products/dishes, using complex recipes</b></p> <p>Ability to produce and present pastry, baking and dessert products/ dishes, using <b>complex recipes</b></p> <p><b>Complex recipe</b> refers to a recipe which uses many steps, complex combinations of ingredients, quantities, timing, a range of cooking/baking methods and techniques. A complex recipe is expected to be technically challenging and demonstrate advanced level of knowledge and skills both in terms of cooking and baking and presentation.</p>
R6	<p><b>Create and present specialised pastry, baking and dessert products for themed events using artistic skills</b></p> <p>Ability to produce and present specialised pastry, baking and dessert products for <b>themed events</b></p> <p><b>Themed events</b> refers to birthdays, weddings, celebratory, corporate and cultural events.</p>



<b>R7</b>	<b>Ensure that the principles of food safety are applied in the pastry section</b>
	Manage pastry operations to ensure the pastry section applies the following practices:
	- Maintain personal hygiene required for handling food
	- Keep the work area(s) and equipment clean and hygienic, using appropriate cleaning methods
	- Keep food safe from microbial, chemical, physical and allergenic hazards
	- Follow safe food handling practices and procedures, including safe work flow, to reduce contamination risks
	- Control temperature for storage and cooking of food to avoid food spoilage
	- Follow standard procedures for receiving deliveries and for storage food items
	- Maintain accurate records
	- Apply the principles of <b>HACCP</b> within own role
	<b>Food safety</b> refers to the safe handling, preparing and storing food to prevent it from becoming contaminated and causing food poisoning and reduce the risk of individuals becoming sick from foodborne illnesses.
	<b>HACCP</b> refers to Food Safety Management Systems based on the principles of Hazard Analysis Critical Control Point according to appropriate directives or regulations.
<b>R8</b>	<b>Maintain full compliance with legislation, health and safety requirements and relevant by-laws relevant to the pastry section</b>
	Ensure the pastry section operates in a way which meets relevant and current industry, legislative and company requirements and regulations
	Ensure that those working in the pastry section complete all mandatory training
	Provide updates to the pastry section on changes to relevant legislation, requirements and by-laws
	Monitor the pastry operations to spot any non-compliance issues and take corrective actions or escalate these to line manager, as necessary
<b>R9</b>	<b>Drive new business and ideas around the pastry menu to maintain and improve the competitive value/differentiation of the culinary operation</b>
	Explain how the pastry section contributes to the financial performance and profitability of the kitchen and the establishment
	Monitor trends, including competitor trends, to make recommendations to line manager for opportunities which can help drive new business
	Evaluate levels of guest satisfaction and monitor trends to make recommendations for continuous improvement to line manager
	Consider issues outside the kitchen, such as sustainability (under-utilised products, local product, local trends, events, seasonality etc), to help improve the profitability of the pastry section

R10	Demonstrate a working knowledge and safe use of technology in the kitchen, appropriate for own role
	Demonstrate a competent and safe use of pastry equipment
	Use social media to monitor and respond to guest feedback
	Use digital communication devices to carry out research to find out about new trends, ideas, techniques and styles
R11	Design recipes for signature pastry, baking and dessert products/dishes
	Explain what makes a product/dish a <b>signature pastry, baking or dessert product/dish</b>
	Create own <b>signature recipes</b> which are influenced by the following:
	- New ingredients
	- New cooking/baking techniques
	- New cooking styles
	- Latest global or regional trends in gastronomy
	- Latest trends in customer requirements
	- Culinary science
	<b>Signature recipe</b> refers to a recipe which has been designed by the applicant to create an original signature pastry, baking or dessert product/dish.
	<b>Signature pastry, baking or dessert product/dish</b> refers to an original pastry, baking or dessert product/dish of an exceptional quality and standard which has been influenced by the use of new ingredients, cooking/baking styles, global trends in gastronomy, culinary science and customer requirements.
R12	Create and present signature pastry, baking and dessert products/dishes to exceptional standards
	Use own recipes to produce signature pastry, baking and dessert products/dishes which are of fine dining quality, based on a number of criteria including:
	- Quality and balance of the ingredients
	- Flavour combinations
	- Cooking/baking techniques and styles
	- Presentation style
	Present own signature pastry, baking and dessert products/dishes to a standard which would be comparable to standards applied in a <b>fine dining establishment</b>
	<b>Fine dining establishment</b> refers to a restaurant which produces dishes using high quality ingredients, unusual and/or new flavour combinations, highly complex cooking techniques and styles, and presents and serves dishes in an elegant and/or theatrical way.

R13	Create and display pastry centrepieces
	Design <b>pastry centrepieces</b>
	Prepare a design plan for <b>pastry centrepieces</b>
	Explain the reason for <b>pastry centrepieces</b>
	Construct <b>pastry centrepieces</b>
	Display <b>pastry centrepieces</b>
	<b>Pastry centrepiece</b> refers to a decorative edible centre piece or display prepared using one or more of the following mediums: chocolate, cooked sugar, pastillage, marzipan or dead dough.

Worldchefs Certified Master Pastry Chef	
	PROFESSIONAL DEVELOPMENT
P1	Demonstrate in-depth knowledge of career pathways within the hospitality industry, including progression opportunities for current role
	Identify career opportunities and possible pathways to those opportunities within the culinary profession and the hospitality industry
	Describe opportunities to progress from current role (ie next steps)
P2	Undertake a range of training or learning activities to acquire new or update existing skills and knowledge
	Identify <b>training or learning needs or aspirations</b> specific to own role
	Participate in <b>training or learning activities</b>
	Provide evidence of training or learning undertaken
	<p><b>Training or learning activities</b> refers to on-the-job training, workshops, seminars, conferences, courses, competitions and mentoring.</p> <p><b>Training or learning needs</b> refers to the development of skills and knowledge related to culinary arts which may include:</p> <ul style="list-style-type: none"> <li>- Product knowledge and food trends</li> <li>- Understanding of new developments, IT systems and equipment</li> <li>- Changes to legal or industry regulations such as health and safety and food safety</li> <li>- Changes to establishment standards</li> <li>- Development of soft skills such as communication and teamwork.</li> </ul>
P3	Disseminate own skills and knowledge to others and evaluate the impact
	Create opportunities to share own knowledge and skills in pastry, baking and dessert products/dishes with others
	Describe the impact that sharing own knowledge and skills has had on others
	Explain how own working practices have improved as a result of disseminating their skills and knowledge to others

P4	Develop and maintain a professional reputation for excellence in pastry, baking and dessert products/dishes
	Demonstrate, using evidence from <b>published media</b> , that their expertise in pastry, baking and dessert products/dishes has been recognised by the industry <i>[The evidence must be from the last five years and from different sources]</i>
	Identify greatest achievement to date in creating innovative pastry, baking and dessert products/dishes of exceptional quality and explain the reason for their choice
	Take pro-active steps to maintain own professional reputation for excellence in pastry, baking and dessert products/dishes
	<p><b>Published media</b> may include, but is not limited to:</p> <ul style="list-style-type: none"> <li>- Articles or online reviews by food writers representing a national or international newspaper or review organisation</li> <li>- Reviews by internationally recognised chefs (eg Michelin starred chefs, certified Master Chefs or Master Pastry Chefs)</li> <li>- Medal winner in a culinary competition which may include national, international or televised competitions</li> <li>- Awards or certification from a national or international culinary/pastry association which has a specific remit to recognise excellence in culinary and/or pastry arts</li> <li>- Cookery book(s) authored by the applicant</li> <li>- Appearance as a pastry expert in national or international culinary shows (eg judging)</li> <li>- Invited keynote speaker on culinary/pastry trends at a national or international event.</li> </ul>