

WE ARE

**BLACK
SHEEP**

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OUR HOMES



HONG KONG

Depending on where in the world you hail from, life in Hong Kong can have elements of familiarity or it can feel like another planet altogether. With a seemingly endless cityscape, Hong Kong is the ultimate urban destination. Among world-class art, fashion, culture, and of course, dining, you will also find traditional Eastern values living harmoniously with fast-paced Western influences in this metropolis. Venture out 20 minutes away from the city centre and you will encounter island life and the great outdoors where you can participate in age-old crafts, experience village life, take on one of our city's scenic hikes and more.

la vache!



VICTORIA HARBOUR 維多利亞港

IFC MALL
香港國際
金融中心商場

HONG KONG STATION 香港站

EXCHANGE SQUARE
交易廣場

PEAK PIZZA

THE LANDMARK
置地廣場ALEXANDRA HOUSE
歷山大廈

CENTRAL STATION 中環站



LYNDHURST TERRACE 擺花街

CENTRAL
中環

HOLLYWOOD ROAD 荷李活道

POTTINGER STREET 荷李活街

MESSINA



利權



BELON

ELGIN STREET 伊利近街



FUKURO

PEEL STREET 卑利街

SOHO
蘇豪

la vache!

CENTRAL-MID LEVEL ESCALATOR



MAGISTRACY DINING ROOM



BOTANICAL GARDEN

THE MAGISTRACY
前司法裁判司署

PRINCE & PEACOCK



BUENOS AIRES



Salon des Refusés



JEAN-PIERRE

PMQ
元創方

BRIDGES STREET 必列者士街

STAUNTON STREET 士丹頓街



CHÔM CHÔM



Butter

POH LING JUNG
牛靚正

ELGIN STREET 伊利近街

OLD BAILEY STREET 奧卑利街



motorino

CANNON ROAD 堅道



MES



Butter

HONG KONG CONVENTION AND
EXHIBITION CENTRE 香港會議展覽中心

EXHIBITION CENTRE
STATION 會展站



LUARD ROAD 厘押道

FENWICK STREET 分域街

FLEXING ROAD 蚌林路



WAN CHAI
STATION 灣仔站

SOUTHERN
PLAYGROUND
修頓遊樂場

ASSOCIAZIONE
CHIANTI

SHIP STREET 船街

LUN FAT STREET 聯發街

motorino
PIZZERIA NAPOLITANA

WING FUNG STREET 永豐街

LE GARÇON
SAIGON

SAIGON

MESSINA

MOON STREET 月街

ST. FRANCIS STREET 聖佛蘭士街

WAN CHAI
灣仔

ADMIRALTY STATION
金鐘站

PACIFIC PLACE
太古廣場

la vache!

Butter

ADMIRALTY
金鐘

NO. 33
CARBONE

PUNJAB
CLUB

WYNDHAM STREET 雲咸街

ARBUTHNOT ROAD 亞畢諾道

LOS AIRES
CLUB
RESTAURANT

PEAK PIZZA

la vache!

PALONE

SSINA

THE PEAK
山頂

RAJASTHAN
RIFLES

HONG KONG



DUBAI

Shimmering like a mirage between desert and sea, what was once a quiet fishing village has become one of the world's most ambitious metropolises, where glass towers rise from the sand and everything gleams a little brighter. Beneath the futuristic skyline, however, lies a rhythm of life that feels deeply human: the scent of cardamom in the morning air, the sound of the call to prayer, the golden hush of dusk over the dunes. It is a place of contradictions and confidence, where Bedouin roots meet global ambition, and where every night feels like a celebration of what is possible when imagination refuses to compromise.





SINGAPORE

Rising from the edge of the equator, Singapore is a city where precision meets poetry. Orderly yet overflowing with life, its streets hum with energy: hawker centres spilling with steam and chatter, gardens suspended among skyscrapers and rainstorms that come and go like passing moods. It is a place built on vision and discipline but also on flavour, curiosity and connection. Beneath its polished exterior, Singapore's true beauty lies in its contrasts: old kopitiams beside sleek hotels, incense smoke drifting into glass towers and a shared belief that small can still be mighty.



MOVING TO HONG KONG

PREPARATIONS FOR MOVING TO HONG KONG

Black Sheep has a dedicated internship team that takes care of all required processes prior to, during and after your arrival in Hong Kong.

TRAINING VISA DOCUMENT LIST

Once an offer is extended and accepted, we will need to apply for your visa in a timely manner as it takes, on average, 14 weeks to be approved from submission.

We will require the following documents to apply for your training visa:

- Scanned copy of your signed contract.
- Scanned copy of your passport photo page.
- Up-to-date version of your CV.
- Internship agreement/letter of enrolment/internship support letter - you will need to contact your careers/internship department for this (must state 26 weeks).
- Photocopy of any qualifications/certificates.
- Working references (if applicable).

Send these soft copies to: visa@blacksheeprestaurants.com

As well as the above soft copies, we require you to send the hard copies of the following documents:

- 2x original passport photographs (no larger than 55mm x 45mm or smaller than 50mm x 40mm) wearing formal attire, with a tidy beard or clean-shaven, hair off your face etc.
- Original ID992A (attached in your offer email) – Please fill out this document and scan it over to us to check. Once we approve, please print single-sided (immigration will not accept double-sided), fill out perfectly (no cross marks) and sign by hand (immigration will not accept electronic signatures).

Send the original copy to the following address:

Black Sheep Restaurants Limited

16/F, 33 Wyndham Street, Central, Hong Kong

You will be given a strict deadline by which we must receive both your original copies via post and scanned documents via email. It is imperative that this target date is met in order to receive approval in time for the start of your internship.

Please note the above documents are the basic requirements; additional documentation may be requested by the immigration office.

FLIGHTS

Your round-trip flights will be booked upon approval of your visa, likely quite close to your start date. Our visa team will alert you as soon as we are ready to book your flight, and we will provide you with a flight option to confirm.

UNIFORM

OPERATIONS & SOMMELIER INTERNS

- Jeans, dark blue/black – not distressed or ripped.
- Black t-shirt.
- White button-down shirt.
- Black/dark trainers.
- Suit.
- Black dress shoes.

CULINARY INTERNS

- Chef (non-slip) shoes.
- Knives.
- Black pants/jeans.





WORD FROM THE HERD

DHHRA

EHL

"What drew me to chose Black Sheep as the company I wished to do my second internship with was the importance they place on their people. I pursued my six-month internship in finance and not only was I able to grow my knowledge of finance in the hospitality industry but I also grew holistically as a person. Black Sheep is a company unlike any other I've seen or heard of. If you're lucky to land an internship with them, my advice to you will be to go for it without a second thought. I was given the opportunity to not just build my professional network with disrupters in Hong Kong, but also to call this city my home and Black Sheep my extended family!"

LORENZO

EHL

"My internship at Black Sheep was an eye-opening experience into the heart of innovative hospitality. It taught me the power of saying 'yes' to challenges, creativity, and teamwork. Black Sheep not only honed my professional skills but also shaped my vision of leadership in the dynamic city of Hong Kong."

SOFIA

Les Roches

"In Black Sheep I understood the real meaning of 'si a todo'. It means saying yes to everything; to the guests, to your leaders, to the situations around you, to dragon boat, to your team, but most importantly saying yes to you. Everything is possible, saying yes will get you out of your comfort zone and that is the only way you will truly connect within yourself and the universe. Black Sheep for me is SI A TODO."

MARIA

Les Roches

"Black Sheep taught me the definition of 'Work hard, play hard' as well the definition of working with family. Sometimes, being such an international student is not easy, yet I've never felt so at home so far away from home. This is because I had, and still have, a family in Black Sheep."

WORD FROM THE HERD

ARDY

BELON | Winner of San Pellegrino Young Chef Academy Competition 2024–2025, Northwest Culinary Academy of Vancouver

"At Black Sheep, everyone gets the opportunity to grow and be the best version of themselves. During my time here, I have been able to discover who I want to be as a chef and I have been provided with the best mentors to advance my career. We pass our teachings on to the interns who come through BELON and we hope to inspire the next generation of chefs."

SAIRRA

Magistracy Dining Room | Swiss Education Group

"My time at Black Sheep was one of the most inspiring chapters of my culinary journey. As a first year culinary student, I got the opportunity to hone my skills and learn from globally recognised chefs who challenged me and encouraged me to push my boundaries both in and beyond the kitchen."

RAY

Ho Lee Fook | Woosong University

"Ever since I was an intern, Black Sheep has guided me to find my path as a chef, nurturing my hunger for learning while allowing me to grow in responsibility and leadership."

JORDAN

Magistracy Dining Room | Culinary Institute of America

"Coming to Hong Kong as a 24-year-old cook to work at BELON was a no-brainer. It gave me the opportunity to see another side of the world, work with renowned chefs and talented cooks and the chance to grow and develop into a head chef at Magistracy Dining Room. Black Sheep is the perfect environment for young, talented and focused people to learn, grow and excel."

STEVEN

Ho Lee Fook | Winner of the Young Chef, Young Waiter Award (Hong Kong, 2026), Le Cordon Bleu in Paris

"Choosing Black Sheep after completing my culinary education at Le Cordon Bleu was a defining moment in my professional journey. Black Sheep not only focuses on in-house growth but also emphasises personal development. With access to high-quality resources and mentorship, I have competed in prestigious global culinary competitions, worked alongside talented chefs from around the world and deepened my passion for hospitality."

ARNOLD

Ho Lee Fook | PolyU, School of Hotel and Tourism

"As a chef moving back from Australia back to Hong Kong to learn Cantonese cuisine, Black Sheep has been a perfect fit for me. At Ho Lee Fook, hands-on training has helped me enhance my cooking skills and my managers have provided me with a lot of opportunities to manage and lead, which has helped my growth toward leading a kitchen one day."





ABOUT BLACK SHEEP

Founded in 2012 by Syed Asim Hussain, Black Sheep is Asia's most compelling hospitality movement with over 50 restaurants built on connected storytelling and a deep love for the people, places, times and memories that inspired them. At the intersection of art, culture, innovation and hospitality, Black Sheep crafts narrative-driven experiences that have revolutionised the hospitality industry in Hong Kong, the city it calls home, and abroad, with restaurants delivering Black Sheep's signature hospitality in Singapore and Dubai.

A catalyst for the future of hospitality, Black Sheep is community-focused and committed to doing work with a social conscience that will make a positive impact on the world. Since 2015, Black Sheep has maintained the Black Sheep Family Fund, the company's social impact arm and registered charity since 2023, dedicated to partnering with charities, mobilising global relief efforts and supporting the extended community. Since its inception, the Black Sheep Family Fund has been a cornerstone of Black Sheep's mission, embodying the team's belief that genuine hospitality begins with taking care of the community first and connecting the hospitality movement to a greater cause.

By choosing to collaborate with others who dream big and by approaching their work with joy and optimism, Black Sheep crafts memories for the guests in the dining room and for those who are part of its journey and has woven itself into the fabric of hospitality's future.

Black Sheep has time and time again established itself as a pioneer in the field of service, defining its own brand and rules of hospitality. Its collective work has received notable recognition from some of the world's leading culinary awards, including MICHELIN Guide, Asia's 50 Best and La Liste.

OUR STORIES



ARTEMIS & APOLLO



9 Moon Street, Wan Chai

Opened November 2018

Artemis & Apollo is a Greek taverna for the people, offering an unhurried taste of Mediterranean life. In Greek mythology, Artemis & Apollo were twin siblings, the children of Gods, Zeus and Leto. Sticking to the fundamental elements of Greek cooking, quality ingredients are prepared with care and respect. A convivial atmosphere is reminiscent of the tavernas of Athens, everyday meeting places where the community gathers to enjoy honest food and conversation over a bottle of local wine.

DINE ON

Start with mezze: **Taramasalata**, a creamy mullet roe dip, scooped up with piles of warm **Greek Pita**. Then try the **Steki Tou Ilia Lamb Chops by the kilo**, thinly sliced Tasmanian lamb to be eaten straight off the bone.

SIP ON

Enjoy a glass (or a bottle) from our exclusively Greek wine list, which showcases indigenous grape varieties, from the famed **Assyrtiko** to our favourites: **Moschofilero, Roditis, Xinomavro and Agiorgitiko**.

BEST FOR

A fun night with friends at a neighbourhood restaurant.

INSIDE TIP

Sit under the twinkling lights of **Kipos** and enjoy the escape from city life as you step into a backyard reminiscent of Athens.

HAPPENINGS

Join us for **Souvlaki Weekends**, where we serve succulent spit-roasted meats family style.

ASSOCIAZIONE CHIANTI



15 Ship Street, Wan Chai

Opened October 2019

Associazione Chianti is a soulful Tuscan trattoria, inviting Hong Kong to experience a beloved tradition: intimate dining, with warm service, simple dishes and great wines. While the restaurant's DNA is the same as traditional trattorias – an ingredients focused menu, rustic flavours and flowing Chianti – the interiors have undergone a revival. A night at Associazione Chianti is a step away from the hustle of Hong Kong, where you can live like a Florentine, if only for a night.

DINE ON

Bistecca alla Fiorentina, a dry-aged Black Angus cut seasoned with a dry rub of Chianti aromatics or the **Pollo al Burro Omaggio a Sostanza**, a pan-fried chicken breast in butter.

SIP ON

Chianti Riserva, it would be considered a sin to enjoy a Tuscan meal without it.

BEST FOR

Intimate date nights.

INSIDE TIP

Our macelleria, or butcher's shop, offers the finest selection of USDA Super Prime cuts in Hong Kong for takeaway, including the show-stopping **1kg Bistecca alla Fiorentina** or **1kg Costata alla Fiorentina**, smaller cuts such as our **Costata**, **Controfiletto** or **Filetto** are also available.

BELON



1/F, 1-5 Elgin Street, SoHo

Opened March 2016

BELON delivers sincere, modern French cuisine rooted in French culinary techniques with a dedication to ingredient-driven cooking. In 2025, Chef Mina Güçlüer ascended from within BELON's own ranks as the new head chef to carry this storied restaurant forward. The elegant atmosphere of the restaurant's elevated interior invites guests to focus on each dish as they experience the true pearl of SoHo. At BELON, Chef Mina presents exquisitely executed classically-minded cuisine spotlighting the variety and depth of the region's best seasonal ingredients.

DINE ON

Try the signature **Brioche Beef Tartare with Caviar**, balanced with chef's intricate precision to satisfy even the most sophisticated palate

SIP ON

A bottle of natural wine handpicked from the onsite wine cellar.

BEST FOR

Special occasions and intimate date night dinners.

INSIDE TIP

Chef's Counter sits right in the beating heart of the kitchen, where guests can dine immersed fully in the experience, watching first-hand as the magic of the kitchen unfolds.

BOTANICAL GARDEN



G/F, Central Magistracy, Tai Kwun,
1 Arbuthnot Road, Central

Opened September 2022

Spilling out onto the terrace alongside the Magistracy Dining Room is the second story brought to life in the historical monument, Botanical Garden. A lush space overflowing with green foliage reminiscent of British heritage gardens, guests will find respite in the form of the city's finest gin and tonics alongside a curated menu of small bites perfect for basking in the rich surroundings from afternoon to evening.

DINE ON

Enjoy an afternoon tipple paired with our signature garden fare like **Oysters, Sandwiches** and **Pacific Blue Prawn Cocktail**.

SIP ON

The collection of gins at Botanical Garden is a celebration of the classic **English Gin and Tonic**, spotlighting the archetypal style of gin: **London Dry**.

BEST FOR

Special occasions and date night to impress your other half.

INSIDE TIP

Close out the weekend with their signature **Vesper Martini**.

BUENOS AIRES POLO CLUB



7th Floor, 33 Wyndham Street

Opened June 2016

Buenos Aires Polo Club is a handsome Argentinian steakhouse inspired by the country's passion for the 'sport of kings' and its dynamic grilling culture. A comprehensive menu of grass-fed Black Angus steaks from General Pico, Argentinian wines and expertly crafted cocktails complements the masculine dining room while equestrian accents, sporting memorabilia and an unparalleled steak knife collection lend a familiar touch reminiscent of a time-honoured country club. Buenos Aires Polo Club is ultimately inspired by the stateliness of the city's affluent Recoleta neighbourhood.

DINE ON

Start with the **Spinach and Provolone Empanadas** before tackling the signature **General Pico Black Angus Steaks** – thick, prime cuts, grilled over charcoal. Do not miss the **Malvaviscos** for dessert: coffee semifreddo, covered in marshmallow, toasted over an open flame tableside.

SIP ON

Club Martinis, because “one martini is alright. Two are too many, and three are not enough”, James Thurber.

BEST FOR

Business lunches, exclusive corporate events, special occasions and group gatherings.

INSIDE TIP

Ask for The Usual. Go ahead, you can thank us later.

BURGER CIRCUS



22 Hollywood Road, SoHo

Opened January 2015

Burger Circus brings the convivial spirit of classic American diners to Hong Kong. USDA Prime beef is ground throughout the day into juicy burgers, served with fries and sides. To satisfy a sweet tooth, the menu also includes traditional desserts, milkshakes, house-made sodas and ice cream floats. The carriage-shaped space pays tribute to the diners of the late 19th century. Operated out of abandoned railway cars, these mobile eateries would travel between factories serving comfort food to workers. Drinks are served from the vintage bar counter, reminiscent of the soda fountains of the 50s.

DINE ON

The **American Cheeseburger**, a juicy beef patty topped with Wisconsin cheese and our **Circus Sauce** goes well with crispy fries.

SIP ON

A **House-Made Milkshake** made with Messina gelato and Messina milk is the perfect way to finish your meal. If you feel like it, you can always spike your shake with a shot of whisky!

BEST FOR

A fun and colourful family feast, an impromptu late-night feed with friends or delivery.

INSIDE TIP

Enjoy your meal with a Sweet Slice from Hong Kong's favourite cake shop, Butter.

BUTTER



34B Staunton Street, SoHo

Opened October 2019

Shop G08, G/F, Peak Galleria, The Peak

Opened January 2025

"A party without cake is just a meeting", words to live by from the late, great Julia Child. Butter - Hong Kong's favourite cake shop dedicated to festivities, parties and good times. Wherever there is a celebration, we want to be part of it. We believe that life deserves to be celebrated and that there should be cake. Lots of cake. Birthday party? We got you. Celebrating that promotion? We got you. Made it through the week relatively unscathed? You know it, we got you.

DINE ON

Triple Chocolate Cake - a decadent marriage of devil's food: chocolate cake, dark chocolate buttercream and cocoa nibs.

BEST FOR

Special occasions: birthdays, baby showers, engagement parties and any other celebration that requires a sweet touch.

INSIDE TIP

Celebrating an occasion at Black Sheep? Order any of our Butter cakes, have them personalised and sent directly to your table with no cake cutting charge.

BUTTER COOKIES



Shop 008, Pacific Place, Admiralty

Opened January 2023

Butter Cookies is a love letter to the sweet memories of childhood afternoons spent sitting down to a plate of mom's homemade cookies and a tall glass of milk. We are not here to reinvent the wheel – just all-American classics executed with a whole lotta love, and butter, of course.

DINE ON

A range of flavours for the sweet tooth, from **Lemon Crinkle Cookie** to the **Chewy Oatmeal Raisin** and **Chocolate Chunk, Butter's Classic, M&M.**

SIP ON

A refreshing and comforting glass of **Vanilla-Infused Milk**, chocolate oat milk or cinnamon almond milk.

BEST FOR

Perfect for gifting with boxes available at half-dozen and a dozen...or an indulgent treat for yourself!

INSIDE TIP

Come early before we run out, it is first come, first serve.

CARBONE



9th Floor, 33 Wyndham Street

Opened August 2014

With the utmost elegance and charisma, Carbone revives the culture and charm of mid-century New York, an era of opulence and excess. The ambiance at Carbone is both nostalgic and progressive, featuring plush leather banquettes, antique brass chandeliers and unparalleled service from a team of captains wearing bespoke burgundy Zac Posen tuxedos. Famous dishes are preceded by their reputations. Allow yourself to be transported back to a time when impeccable service was delivered with a cheeky grin, and Sinatra ruled the stereo. An extension of the New York City institution, Carbone brings the charm and splendour of the original to the heart of Hong Kong.

DINE ON

Spicy Rigatoni Vodka, the must-try pasta, and the famous **NY Lemon Cheesecake**.

SIP ON

An expertly made **Old Fashioned** or have our award-winning Sommeliers recommend a bottle from our expansive wine list.

BEST FOR

Those special occasions where attention to detail and service with a cheeky sense of humour combine for an unforgettable experience.

INSIDE TIP

Be sure to save room for dessert because Carbone's classics are legendary.

CHÔM CHÔM



58 Peel Street, SoHo

Opened July 2013

07 & 08, Galleria Mall, Al Barsha, Dubai

Opened September 2025

Channelling all the lively, frenetic energy of Vietnam's bia hoi tradition of sipping fresh beers on busy street corners, Chôm Chôm has been a SoHo neighbourhood mainstay since it opened in 2013. Now, over a decade on, the spirited, late-night corner stoop is reinvigorated with a menu of vibrant, flavour-forward cocktails, fresh bia hoi-style beer on tap and a tailored menu of satisfying, easy-to-enjoy Vietnamese street food-inspired dishes that bring all the frenetic, fast-paced energy of late-night Vietnam to life in the heart of SoHo.

DINE ON

The iconic **Pho Roll**, full of vibrant flavour from Vietnamese herbs and heat from bird's eye chillies.

SIP ON

The signature **Pho-jito**, a rum-based refreshing drink complemented by herbaceous flavours including lemongrass, Thai basil and mint and finished with a dash of fresh chilli.

BEST FOR

After work through to late-night drinks and cocktails on the stoop or a lively dinner with friends inside.

INSIDE TIP

The best way to start every meal and a night on the stoop is with the **Chôm Chôm Espresso**.

FALCONE



Main Atrium, IFC, 8 Finance Street

Opened May 2023

Shop G02, G/F, Peak Galleria, The Peak

Opened April 2025

07 & 08, Galleria Mall, Al Barsha, Dubai

Opened September 2025

FALCONE is an all-day pizzeria Napoletana inspired by the chaos and the beauty of Napoli. The restaurant embodies the vast history, frenetic energy and simple food fatto a mano of Campania's capital, where all of life is embraced and rejoiced in – the highs and lows; the romance and grit. Headed by Chef Roberta De Sario – ranked #63 in The World's Best Pizza Awards – who knows the Italian rules of pizza-making well enough to break and bend them in the search for the ultimate taste and texture.

DINE ON

SIP ON

BEST FOR

INSIDE TIP

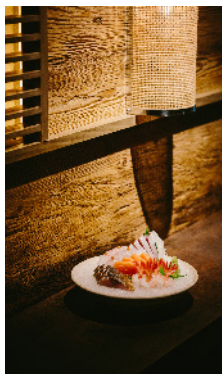
Pacchianella - this pizza is fried and then baked in its own oil, breaking all the rules of Neapolitan pizza.

A wine list made up of a small selection of labels from **Campania** and **Sardegna**. Always end the meal with a shot of **espresso**.

A fast and furious lunch or a loud and rambunctious celebration.

Do not order hot water, iced lemon tea or a cappuccino and expect a warm welcome.

FUKURO



1-5 Elgin Street, SoHo

Opened May 2018

Fukuro is a spirited izakaya for SoHo's night owls, telling the story of the boisterous Tokyo watering holes where work-weary, suited salarymen go to eat, drink and let loose. The minimalist wood-paneled basement dining room offers a stylish, secluded drinking den for people from all walks of life. Fukuro stays true to the spirit of the izakaya, encouraging the sharing of plates and drinks well into the night.

DINE ON

Try the **A4 Wagyu Sando**, with milk bread, wasabi and tonkatsu sauce.

SIP ON

Signature **Highballs** and plenty of sake are a must.

BEST FOR

After work drinks and snacks or as a late-night drinking den.

INSIDE TIP

Not sure what to order? Choose the Omakase menu and let our team decide for you.

GRAND MAJESTIC SICHUAN



Shop 301, Alexandra House 3/F, 18 Chater Road

Opened January 2022

Set in the prestigious Alexandra House, Grand Majestic Sichuan is a glamorous escape. Steeped in the nostalgic glamour of the past, the restaurant's name nods to the legacy of Majestic Restaurant & Night Club, an iconic Cantonese restaurant that shone as the crown jewel of North Point in the 1960s. The theatre of the space sets the scene for a fascinating journey into the flame-fired depths of Sichuan cookery, with the rich interior detail mirroring the complexity of the menu.

DINE ON

Firecracker Chicken, offers a superlative take on the classic Chongqing dish, tossed with an avalanche of heaven facing chillies.

SIP ON

Grand Majestic Sichuan is proud to showcase a large selection of handpicked vintage wines, all categorised by their Chinese zodiac signs, creating a harmony between the energy of Chinese astrology and the elements of the wines.

BEST FOR

Business lunches to wow your guests and opulent date nights to impress your companion. Excellent venue for private parties.

INSIDE TIP

Join us for a cocktail in The Majestic Garden, a hidden open-air terrace nestled amongst the skyscrapers of Central.

HO LEE FOOK 🍀



3-5 Elgin Street, SoHo

Opened June 2014

Embodying the core ethos of the old Ho Lee Fook, marked by boundary-breaking flavours and buzzing energy, Ho Lee Fook 2.0 enters a coming-of-age proudly bearing its Hong Kong spirit as the team leans heavily into the restaurant's roots, presenting a menu shaped by a deep love and appreciation for Cantonese cuisine. Having always been a flagbearer for the city, the restaurant experience has become more sophisticated and luxurious but will forever remain a place where diners can expect a boisterous, lively experience with unrivalled hospitality.

DINE ON

Plan ahead and pre-order 72 hours in advance Chef ArChan's **Ho Lee Duck**; juicy duck with crispy skin served with Hoisin, spring onion, cucumber, steamed pancakes and mala beef sauce.

SIP ON

Choose from a fantastic wine programme, focusing on Chinese, coastal and cool climate wines.

BEST FOR

Fun, opulent dinners with groups of friends.

INSIDE TIP

Learn how to sabre a Champagne bottle at **Good Fortune Club**.

HAPPENINGS

Every first Sunday of the month, savour an opulent afternoon at **Good Fortune Club** spurred by Chef ArChan and Chef Winson's homage to the city's most beloved dining tradition and let us serve up never-ending good fortune for your mouth dim sum-style, all paired with a bottle of Champagne of your choice.

JACK'S RACQUET ROOM



2/F, 1 Arbuthnot Road, Central

Opened July 2024

Jack's Racquet Room is our homage to the sports rooms that exist at prestigious recreational clubs in and around the Indian subcontinent, offering an escape into the boisterous atmosphere of a sports lounge with the feel of a storied members' institution.

DINE ON

Start with **Spinach And Red Onion Pakoras** and **Bun Kebab** before savouring plates like **Roast Beef And Chutney Sandwich** and **Shrimp 65 And Chips**.

SIP ON

A glass of cold draft beer.

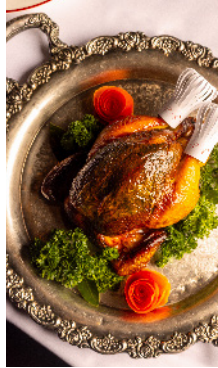
BEST FOR

A night for some exciting sports action.

INSIDE TIP

If there is a match on that you want to see, let the team know and they will do their best to accommodate.

JEAN-PIERRE



9 Bridges Street, Central

Opened April 2025

Jean-Pierre is a charming and decadent Parisian bistro that revives the romance and revelry of France's golden age. A temple of decadence and debauchery where life is lived large and the rules are dialled down, Jean-Pierre invites guests into a nightly celebration where glasses clink, laughter erupts and bow-tied captains weave between tables serving up French bistro classics with confidence and flair.

DINE ON

Jean-Pierre's first love: the **Poulet de Simone**, a roasted three yellow chicken stuffed with mushroom Duxelles, tarragon, spinach and served with "jus de volaille".

SIP ON

The house signature **Cornichon Martini**.

BEST FOR

Celebrations with friends and loved ones.

INSIDE TIP

Hit Le Bar for the **JP Burger**, but come early — only 10 are available each night.

HAPPENINGS

Join us on the first Tuesday of every month for **Mardi Rouge** – an intimate evening of live music, French bistro classics and good company.

LA VACHE!



48 Peel Street, SoHo
Opened November 2013

12 Hart Avenue, Tsim Sha Tsui
Opened December 2017

Shop 007, Pacific Place, Admiralty
Opened June 2021

Shop 2, 1/F, The Peak Tower, The Peak
Opened May 2025

40 Gemmill Lane, #01-03 Singapore 069269
Opened August 2025

1/F & 2/F, Two Exchange Square, Central
Opened October 2025

La Vache! pays homage to the time-honoured tradition of Parisian entrecôte steakhouses with a forward-thinking approach to the classic offering. With locations in Hong Kong's SoHo neighbourhood, Hart Avenue in Tsim Sha Tsui, Pacific Place in Admiralty and Exchange Square in Central, the lively brasserie serves a simple steak frites menu elevated with richly marbled USDA Prime ribeye. Illustrated scenes of Parisian life, checkered tablecloths and retro booth seating set the tone in the dining room. La Vache!'s familial generosity, summed up best with the phrase 'you're too thin, have some more', along with upbeat music and a lively atmosphere complete the package, securing La Vache! as a firm favourite in the Hong Kong dining scene.

DINE ON

Steak Frites (cooked to your liking). Then choose a sweet to cap off the meal from the beautiful cart of *pâtisserie* classics.

SIP ON

Start your evening with a **Martini** followed by a bottle or three of **La Vache!'s House Red**, the perfect accompaniment to your juicy steak.

BEST FOR

Fun first dates, large groups and everything in between.

INSIDE TIP

Order your prime USDA beef medium-rare to enjoy it at its best, and don't forget the frites are unlimited.

HAPPENINGS

On the first Sunday of each month **Le Disco Brunch** at La Vache! SoHo is a riotous celebration, transforming Hong Kong's favourite French entrecôte steakhouse into a non-stop disco with a live DJ, bottomless bubbles, house wine and as much steak frites as you can handle.

LE GARÇON SAIGON



12 Wing Fung Street, Wan Chai

Opened October 2015

Le Garçon Saigon celebrates the vibrancy and freshness of southern Vietnamese cuisine. Situated in the charming Star Street precinct, the bright and welcoming space evokes the sophistication of a chic Parisian brasserie. The menu focuses on the Saigonese culture of grilling meat and fish over charcoal – an underrepresented culinary genre. The spacious, open-fronted dining room is ideal as a smart lunch or dinner destination or a casual local drinking hangout for the Wan Chai neighbourhood.

DINE ON

Grilled Banana Leaf-Wrapped Barramundi seasoned with a lemongrass chilli paste.

SIP ON

La Vie Boheme, a gin-based cocktail with elderflower liqueur, grapefruit, lime and bubbles.

BEST FOR

Al fresco drinks flowing through to dinner.

INSIDE TIP

Enjoy all our proteins with DIY Vietnamese rice paper rolls.

LE PETIT SAIGON



16 Wing Fung Street, Wan Chai

Opened June 2017

Le Petit Saigon – little brother and next-door neighbour to Saigonese grillhouse Le Garçon Saigon – serves up the city's favourite Bánh Mi Thit. Like the best Bánh Mi shops in Vietnam, Le Petit Saigon offers a delicious variety of sandwiches for takeaway only. Saigonese beers, iced tea and Vietnamese coffee are also available to go. There are stools in the shop, but guests are encouraged to perch on the stoop outside and enjoy their sandwiches curbside as they do in Vietnam.

DINE ON

Bánh Mi Thịt Ngươi, house-made rolled pork belly, pork terrine, Vietnamese cured meats, pork floss, mayo, chicken liver pate, pickles, cucumber, lettuce, Vietnamese herb mix, chilli, chilli soy vinaigrette, nestled in between a Viet-style baguette.

SIP ON

Vietnamese Iced Coffee, made with rich, earthy Vietnamese drip coffee sweetened and thickened with condensed milk.

BEST FOR

Working lunches or a filling snack to go at any time of day.

INSIDE TIP

Try our monthly **Bánh Mi du Monde**, our global Bánh Mi series created and inspired by talented chefs from around Black Sheep and beyond.

MAGISTRACY DINING ROOM 🍷



G/F, Central Magistracy, Tai Kwun,
1 Arbutnot Road, Central

Opened September 2022

Magistracy Dining Room has taken inspiration from some of London's oldest restaurants: powerful dining rooms steeped in heritage and history where the law community might have frequented for special occasions, where the grand settings are as notable as the food and elegantly dressed waiters are the performers and stars of the show.

DINE ON

Roasted Prime Rib of Beef carved in the dining room from a trolley and served with classic accompaniments of **horseradish cream** and **au jus**.

SIP ON

Our wine list features classic **Champagnes** as well as **English Sparkling Wines**, followed by still wines from **Burgundy** and **Bordeaux** as well as an extensive list of sweet wines including port and sherry.

BEST FOR

Special occasions, business dinners and date nights to impress your other half.

INSIDE TIP

Ask our captains about the rich history of The Magistracy. From the trap door in the middle of the room to where the judges used to preside, there is a piece of history everywhere you look.

MESSINA



37-43 Pottinger Street, Central
Opened October 2021

Shop G08, G/F, Peak Galleria, The Peak
Opened January 2025

1 Club Street, Singapore 069400
Opened May 2025

11 Moon Street, Wan Chai
Opened September 2026

Everything at Messina is made in-house – from the gelato bases, to the ‘additions’ (this means anything we add to the gelato like cookies, brownies, cheesecakes, coulis, sauces and spreads), we make ourselves. There are no pre-made pastes or gels in sight at Messina. We churn our gelato fresh in-store every day and every Messina store has 40 flavours, one new special (never seen before) every week.

DINE ON

Enjoy Messina's signature flavours **Salted Caramel & White Chocolate** and **Pistachio Praline**.

BEST FOR

After dinner hang-out for a sweet end to a meal.

INSIDE TIP

Ask about the weekly special flavours that are available.

HAPPENINGS

Gelato Making Classes - Become a certified cone-noisseur and learn the trick of the trade in gelato making – the Messina way. Experience a hands-on and informative class with our Head Chef Samantha Short at our Pottinger Street gelateria. Select a base flavour for churning, learn about the pasteurising process and then have the chance to tailor your very own freshly made gelato flavour with a selection of house-made additions.

MOTORINO



14 Shelley Street, SoHo

Opened March 2013

15 Ship St, Wan Chai

Opened February 2014

Helmed by Chef Roberta De Sario – ranked #63 in The World’s Best Pizza Awards – Motorino is a Neapolitan pizzeria that uses the highest quality ingredients available flown in from Naples. With custom-made Stefano Ferrara ovens, dough made throughout the day, every pizza delivered is a testament to the dedication and hard work behind the artistry of Neapolitan pizza. Traditional favourites, including the much-loved Margherita and Soppressata Piccante, sit alongside more playful options that showcase local ingredients, while the entire menu is rounded out with approachable antipasti and classic Italian desserts. Motorino has two locations: one off the escalator in the heart of SoHo and another on Ship Street in Wan Chai.

DINE ON

The classic **Margherita** using tomato passata and mozzarella di bufala topped with fresh basil and pecorino or the signature **Soppressata Piccante**.

SIP ON

The perfect pizza wine, a slightly fruit-forward sparkling red **Lambrusco Grasparossa di Castelvetro**.

BEST FOR

Gatherings of family and friends at the city’s original pizzeria Napoletana.

INSIDE TIP

Order delivery to enjoy the best Neapolitan pizza in town, at home.

HAPPENINGS

Grab your dough, choose your toppings and fire it up at our monthly **Pizza Making Party** and enjoy free-flow house wines and Prosecco while you spin your pies.

NEW PUNJAB CLUB ❀



34 Wyndham Street, Central
Opened September 2017

New Punjab Club harkens to the liberated era of post-Colonial Pakistan and India, and the boisterous tandoor grillhouse salutes the regal yet flamboyant attitude and brings the authentic cuisine to a sophisticated setting. The meat-centric menu with hearty, convivial dishes centres on two smoky tandoori ovens painstakingly restored from Founder Syed Asim Hussain's father's Indian restaurant that was open for more than 20 years in Hong Kong. MICHELIN-starred chef Palash Mitra (formerly of Gymkhana, London) draws from his fine-dining background for a technical finesse with Punjabi flavours. New Punjab Club was awarded one MICHELIN Star in the 2019 MICHELIN Guide, and became the world's first Punjabi restaurant to receive the honour, one which has been retained for seven consecutive years.

DINE ON

Masalewali Chaanp, bone-in tandoori lamb chops, is a real showpiece dish which will leave the next table jealous, and **Mughal Room Makhani**, a take on butter chicken, is a tribute to Asim's father's restaurant.

SIP ON

The concise cocktail list celebrates the boozing culture of the progressive 1950s and 1960s, and centres on gin in the summer and whiskey during colder months.

BEST FOR

Book in for business lunches or lively dinners with friends.

INSIDE TIP

Make your reservation in advance because the eight-table restaurant books up quickly.

OSTERIA MARZIA



The Fleming, 41 Fleming Road, Wan Chai

Opened September 2017

Osteria Marzia is a vibrant celebration of the ocean's bounty, taking its cues from the diverse cuisine of Italy's scenic seaside regions. Journey from Campania through Amalfi to Puglia and Southern Sicily as you dive deep into our menu, brimming with treasures of the sea. From citrus-laced crudos and handmade pastas imbued with maritime flavours to whole fish prepared with techniques passed through generations. Seasonal and locally sourced seafood forms the foundation of a light, bright contemporary menu inspired by sunny holidays spent in coastal Italy. At the heart of our lofty, maritime-themed dining room is our raw seafood counter displaying the fresh catch of the day, complemented by an enviable cellar composed of Southern Italian wines—the first of its kind in Hong Kong.

DINE ON

Pescato Del Giorno, the best of the day's market fish, gives you the ultimate taste of Osteria Marzia's simple but refined coastal cooking. Have your fish chargrilled or baked in paper, seasoned simply with salt and lemon juice, or accompanied by the restaurant's signature sauces.

SIP ON

Ask the sommelier to select a bottle of crisp white wine from the extensive wine list of less appreciated Southern Italian pours. A glass of **Limoncello** completes the meal.

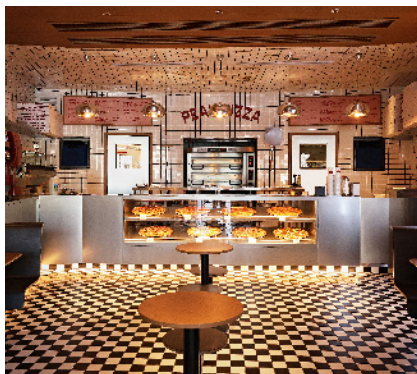
BEST FOR

Get-togethers with friends, date nights with a loved one or special occasions.

INSIDE TIP

Did you know Osteria Marzia is part of the boutique Star Ferry-inspired hotel **The Fleming**? Make your visit a staycation and take a room upstairs.

PEAK PIZZA



Shop G08, G/F, Peak Galleria, The Peak

Opened January 2025

1/F, Two Exchange Square, Central

Opened October 2025

Peak Pizza is a loving homage to the classic slice joints of New York City — a no-fuss, all-flavour menu of classic pies available by the slice, served up on paper plates lined with wax paper in true New York fashion. The restaurant is led by culinary maestro Josh Stumbaugh, who took experience gained from decades-long careers leading MICHELIN Star kitchens to master the humble art of New York pizza. The result? The perfect slice of crispy, foldable, mouthwatering goodness — made with love and served with attitude.

DINE ON

A slice of **Pepperoni**, with ranch for dipping.

SIP ON

A mix of all the fountain sodas together. Mom can't stop you now.

BEST FOR

First dates, last dates and rewarding yourself for a hike up the mountain.

INSIDE TIP

Golden hour is the best time to capture the perfect shot, slice in hand.

PENG LENG JENG



1/F, 22 Staunton Street, SoHo

Opened June 2025

A neon-lit tribute to Hong Kong's vanishing dai pai dongs by wok hei master and Hong Kong champion Chef ArChan Chan and hospitality veteran Jonathan Leung.

DINE ON

Taste Cantonese flavours brimming with wok hei, or “breath of the wok”, with the beloved **Sweet & Sour Pork** or classic **Stir Fry King**.

SIP ON

Extra large bottles of **Blue Girl**.

BEST FOR

The taste and feeling of old Hong Kong.

INSIDE TIP

Take a spin on the karaoke machine if you dare.

PRINCE AND THE PEACOCK



2/F, 1 Arbuthnot Road, Central

Opened April 2024

An ode to the opulence and beauty of India's royal courts, where the stories and flavours that shaped one of the world's most diverse and rich cuisines are lovingly brought to life.

DINE ON

Start with **Patti Samosa** and **Tawa Jhinga** before savouring the mains like **Machli Angeethi** and **Gosht Rogan Josh**.

SIP ON

The drinks offering is divided between wine and cocktails, each crafted to complement and enhance the regal dining experience.

BEST FOR

A sensory journey that revives the grandeur of bygone times.

INSIDE TIP

Sit under the city lights and breeze on the Verandah.

RAJASTHAN RIFLES



G/F Peak Galleria, 118 Peak Road, The Peak
Opened June 2019

High up on The Peak, Rajasthan Rifles is an Indian brasserie that celebrates the flavours of Rajasthan and the greater subcontinent, bringing together dishes that feel both familiar and full of discovery. The restaurant embodies a timeless spirit — spirited, welcoming, and built on the joy of coming together over good food and conversation.

DINE ON

Start with the **Samosa Chutney**, followed by the **Rajasthan Rifles Club Sandwich**, one of the best in the world.

SIP ON

A wide range of gins, as well as house specialties like the **Minted Pimm's Cup** or the daring **Rifleman's Rickey** made with premium gin, absinthe, mint and soda water.

BEST FOR

Al fresco romantic dinners and casual and relaxed all-day dining with family and friends on the outdoor terrace.

INSIDE TIP

Hands down the best place to take in the spectacle that is Hong Kong — take a morning hike and join us for a **Masala Chai**.

SALON DES REFUSÉS



9 Bridges Street, Central

Opened July 2025

Salon des Refusés is Chef Luca Marinelli's opus of sun and sea, a showcase of small plates and Mediterranean flavour. Guests are invited on a journey that unfolds like an unhurried stroll along the coast, tasting expert preparations of the sea's bounty as they go. With morning market trips dictating each evening's menu, no two meals are ever the same, offering guests a new way to experience refined seafood dining.

DINE ON

Salt- and sun-kissed dishes like the bright **Kohada on Toast** and **Tuna Carpaccio** that melts on the tongue.

SIP ON

Light and refreshing **Pastis**, hand-carried from the south of France.

BEST FOR

Intimate gatherings with your closest confidants.

INSIDE TIP

Opt for a menu made "In Chef Luca's Hands" and let our Chef-Patron take you on a journey of flavour from Milan to Marseille.

TAQUERIA SUPER MACHO



33-35 Bridges Street, Sheung Wan

Opened May 2019

A come-as-you-are taco joint, bringing fun and free-spirited joy through a shared love of tacos, tequila and cervezas. An homage to the vibrant, colourful food culture found all across Mexico, it is regionally inspired and full of utterly satisfying, crave-worthy staples. Taqueria Super Macho is bold and energetic with the casual comfort and easy-going familiarity of your closest friends.

DINE ON

Tacos served in fresh house-made corn tortillas - the **Bistec** and the **Al Pastor** are a must-try!

SIP ON

A selection of **Cócteles Clásicos** – our Margarita and Piña Coladas are among the best in town.

BEST FOR

Big groups and lively celebrations that may or may not go late into the night.

INSIDE TIP

Ask about our selection of tequilas, one of the biggest in Hong Kong.

THE LAST RESORT



52 Staunton Street, SoHo

Opened March 2021

The Last Resort is a neighbourhood dive bar, offering a safe haven for the world-weary to rest their heads and refuel at the end of a long day. This no-frills watering hole with cold drinks and hot chicken is reminiscent of carefree college days and inspired by the gritty, no-nonsense dives of North America.

DINE ON

The perfected recipe for **Fried Chicken** using three-yellow chicken from the New Territories and featuring a blend of 12 different spices and chillies: juicy and tender with shatteringly crisp skin.

SIP ON

Damn Apples, Rum Sour or **Bloody Caesar** - pick your poison and trust the team of experienced barkeeps to keep the rounds coming.

BEST FOR

A haven after long days or nights, in some cases long weeks and months, where those in the neighbourhood and working in the industry can find a little respite.

INSIDE TIP

Ask about our Shotski!

THE MAJESTIC GARDEN



Shop 301, Alexandra House, 18 Chater Road, Central

Opened September 2023

Tucked away just outside the fiery fever dream of Grand Majestic Sichuan lies The Majestic Garden: a fantasy-led, Sichuan-inspired cocktail experience. Here, hidden from the hustle and bustle of the city, the possibilities are endless; one can relax in peaceful tranquillity or revel in sinful indulgence.

DINE ON

Wafer Thin Beef dressed in chilli oil and **Salt and Pepper Tofu**.

SIP ON

Classic and Sichuan inspired cocktails.

BEST FOR

A lively afternoon with friends or pleasure-fuelled evenings sipping inventive cocktails.

INSIDE TIP

Start the evening with **The Moon Lady**, a signature cocktail named after the moon goddess Chang'e and the Osmanthus tree.

UNCLE DESI FOOD & SONS



Uncle Desi brings India's most beloved dishes straight to your home. Paying tribute to all the brave souls who moved from their homes in South Asia and set up shop in the UK, the States and beyond. These incredible entrepreneurs brought what they knew from home, and frequently it was family recipes that were passed down through generations. Using this inspiration, you can expect all your throwback classics available seven days a week for delivery only.

DINE ON

Ever-comforting **Aloo Samosa**, **Butter Chicken**, **Prawn Masala** or the deeply spiced **Lamb Rogan Josh**.

BEST FOR

A comforting, flavourful meal for a lazy afternoon or evening at home.

DELIVERY & CATERING

Restaurants Available On Foodpanda

Many of our restaurants are available on Foodpanda, an app for takeout and delivery from local restaurants and grocery stores.

Artemis & Apollo
Burger Circus
Butter
Chôm Chôm
FALCONE
Gelato Messina
Grand Majestic Sichuan
Hotal Colombo
La Vache!
Le Garçon Saigon

Le Petit Saigon
Maison Libanaise
Motorino
Peak Pizza
Rajasthan Rifles
Taqueria Super Macho
The Last Resort
Uncle Desi Food & Sons

Junk Catering

We offer Junk Catering for parties of 10 or more people and will deliver to your pier of departure before your departure time. Restaurants available include:

Artemis & Apollo
Burger Circus
Le Petit Saigon
Maison Libanaise
Taqueria Super Macho
The Last Resort

**JOIN
THE
HERD**

INTERNSHIP

Black Sheep is a rapidly growing Hong Kong-based hospitality team offering talented and passionate hospitality students the opportunity to gain experience in one of Asia's most exciting markets. Hong Kong has a dynamic food and beverage industry driven by a unique blend of the city's diverse expat community and local traditions.

Our internships are hands-on, six-month programmes designed to build strong operational, culinary and administrative skills for aspiring hospitality professionals. Interns are responsible for contributing to the flow of service, daily office tasks, catering to the individual needs of restaurant guests and supporting the restaurant managers and head chefs.

OFFER INCLUDES:

- Monthly Salary of HK\$4,500
- Medical Insurance
- 5-Day Work Week
- Accommodation
- Flight Contribution
- Welcome Cocktail Reception
- Fireside Group Chat With Founder
- Three Black Sheep Dining Curated Experience Vouchers
- Family Meals
- 20% Team Member Discount Across Black Sheep
- Discounted Gym Memberships
- Annual Leave & Statutory Holidays

OPERATIONS, CULINARY AND SOMMELIER INTERN

JOB DESCRIPTION

The Black Sheep Internship is a hands-on programme that exposes you to the front lines of Asia's most compelling hospitality movement. The primary objective of this programme is to immerse interns in a team environment, working with and alongside front-of-house and culinary team leaders. You will learn to provide exceptional guest experience, from the initial welcome to the moment of departure and beyond.

Front of House candidates will be given the option of spending six months in one Black Sheep venue, or splitting between two (three months each). Back of House candidates will be assigned to one venue. Each restaurant differs vastly in concept, from Burger Circus, a casual American diner, to upscale restaurants such as New York-Italian Carbone, and BELON, serving sincere, modern French cuisine. Throughout the programme, you will learn various food and beverage operations while working alongside talented teammates from around the world with diverse backgrounds, languages and experiences.

In addition to your venue training, you will have a Focus Project to explore one key area of the business. Guided by mentors from our leadership team, you will select one of the following projects: Communications, Training & Development, Guest Experience, Digital, Business Development & Partnerships, Community Initiatives and Concept Development. This project allows you to go beyond daily operations and apply your learnings to a real-world challenge or opportunity within the group—strengthening your understanding of how creative ideas, systems and strategy come together to create meaningful hospitality experiences.

ROLES AND RESPONSIBILITIES

OPERATIONS

- Learn standard operating procedures, including serving, bartending, table and pass management.
- Deliver exceptional guest experience, a component vital to the success of the restaurants and the central focus of the internship.
- Develop an in-depth understanding of our restaurant stories, menus and beverage programmes.
- Participate in continuous on-shift training to improve personal and team performance.
- Develop leadership skills by working closely with the management team.
- Develop and propose ideas on best practices by participating in management meetings.

CULINARY

- Develop culinary skills by learning professional kitchen mise en place, pre-service prep and basic knife skills.
- Learn and produce dishes to set recipes, working as part of a team to deliver menu items to impress our guests.
- Develop your knowledge of a variety of cooking techniques, including pastry, butchery etc.
- Develop your understanding of kitchen safety, hygiene and the importance of allergens.
- Develop your skills to work in different stations of the kitchen.
- Partake in ongoing on-the-job training to improve personal and team performance.

SOMMELIER

- Gain an in-depth knowledge of viticulture, grape varieties, terroir and wine geography.
- Learn how to assist guests with wine recommendations, decanting and polished wine service.
- Gain an in-depth understanding of wine ordering, receiving, inventory, budgets and wine cellar management.
- Learn how to develop and curate wine lists in line with restaurant stories.

OPERATIONS, CULINARY AND SOMMELIER INTERN

SIX-MONTH PROGRAMME

WEEK 1 | ORIENTATION

POINT OF CONTACT | TRAINING & DEVELOPMENT TEAM

- The Herding – Black Sheep induction.
- Introduction to Hong Kong.
- Introduction to your restaurant team and leaders.
- Team Guide review.
- Weekly schedule review.
- Introduction to Focus Project.

WEEK 2 | INTRODUCTORY TRAINING & SERVICE PREPARATION

POINT OF CONTACT | OPERATIONS/RESTAURANT MANAGER/CHEF/SOMMELIER

- Introduction to Black Sheep concepts and your initial restaurant.
- Training review.
- Shadow a dedicated member of the restaurant team.
- Participate in restaurant meetings.

WEEKS 3 – 6 | ON-JOB SERVICE TRAINING

POINT OF CONTACT | OPERATIONS/RESTAURANT MANAGER/CHEF/SOMMELIER

- Participate in service at your restaurant.
- Focus will depend on your chosen internship (culinary, operations, sommelier).
- Participate in restaurant meetings.

WEEK 7 | REVIEW

POINT OF CONTACT | OPERATIONS/RESTAURANT MANAGER/CHEF/SOMMELIER

- Progress review.

WEEKS 8 – 25 | ON-JOB SERVICE TRAINING

POINT OF CONTACT | OPERATIONS/RESTAURANT MANAGER/CHEF/SOMMELIER

- Within weeks 8 and 23, there will be an opportunity to rotate to an alternative Black Sheep venue to learn different service and management styles, cuisines and concepts:
 - OPERATIONS – Steps of Service, Mise En Place, Guest Recognition, Menu/Bar and Wine Knowledge, Guest Experience.
 - CULINARY – Section Management, Mise En Place, Basic Kitchen/Knife Skills and Cooking Techniques.
 - SOMMELIER – Wine Service, Wine Knowledge, Inventory, Ordering, Sales and Menu Curation.

WEEK 26 | EVALUATION AND APPRAISAL

POINT OF CONTACT | OPERATIONS/RESTAURANT MANAGER/CHEF/SOMMELIER

- Final performance review with a feedback session.

ADMINISTRATIVE INTERN (YEAR-THREE+)

JOB DESCRIPTION

The Black Sheep Administrative Internship is an immersive six-month programme that offers aspiring hospitality professionals a behind-the-scenes look at the engine that powers Asia's most compelling hospitality movement. This programme is designed for detail-oriented, ambitious individuals eager to understand how great hospitality extends far beyond the dining room.

Working closely with your chosen department, you will gain hands-on experience in the systems, structures and day-to-day functions that keep our world running, from finance and data management to communications and guest relations. You will learn to balance operational precision with creative problem-solving, and to approach every task with the same care we bring to serving our guests.

Each week, you will spend three days supporting administrative projects within your department, preparing reports, assisting with training sessions, crafting communications or coordinating team logistics, and two days on the restaurant floor, learning how those systems translate into real-world hospitality.

By the end of the programme, you will have built a holistic understanding of how a world-class hospitality group operates—developing both the strategic mindset and hands-on experience to thrive in any corner of the industry.

ADMINISTRATIVE INTERN (YEAR-THREE+)

ROLES AND RESPONSIBILITIES

COMMUNICATIONS

- Prepare and proofread internal announcements and event materials.
- Create content or images for social and digital platforms.
- Plan campaigns and brand stories.

FINANCE

- Learn how daily financial operations are managed, including invoices and data entry.
- Assist the team with expense reports and monthly tracking.
- Observe how budgets are prepared and maintained across restaurants.

GUEST EXPERIENCE

- Learn how guest feedback and reservations are managed across the group.
- Track guest comments and preparing simple reports.
- Manage guest inquiries by phone for restaurants across the group.

TRAINING & DEVELOPMENT

- Schedule and set up training sessions and team workshops.
- Develop training materials, attendance lists and feedback forms.
- Learn how the team tracks progress and development across departments.

SIX-MONTH PROGRAMME

WEEK 1 | ORIENTATION

POINT OF CONTACT | TRAINING & DEVELOPMENT TEAM

- The Herding – Black Sheep induction.
- Introduction to Hong Kong and the Black Sheep world.
- Meet your department mentor and supporting teams.
- Overview of weekly schedule, communication channels and expectations.
- Introduction to administrative functions and how they support the wider group.

WEEK 2 | INTRODUCTORY TRAINING & SERVICE PREPARATION

POINT OF CONTACT | DEPARTMENT SUPERVISOR/ RESTAURANT MANAGER

- Introduction to Black Sheep concepts and restaurant operations.
- Spend time on the restaurant floor to observe service flow and team dynamics.
- Learn how administrative teams collaborate with operations and restaurant leadership.
- Participate in team briefings and meetings.

WEEKS 3 – 6 | DEPARTMENT FOUNDATIONS

POINT OF CONTACT | DEPARTMENT SUPERVISOR/ TRAINING & DEVELOPMENT

- Begin department-specific training (Finance, Communications, Training & Development, or Guest Experience).
- Assist with day-to-day administrative tasks under supervision.
- Attend departmental meetings and shadow team members.
- Learn internal systems and tools used for scheduling, communication, and reporting.
- Weekly check-ins with your mentor to review progress.

WEEK 7 | REVIEW & GOAL-SETTING

POINT OF CONTACT | DEPARTMENT SUPERVISOR/ TRAINING & DEVELOPMENT

- Progress review and feedback discussion.
- Identify areas of strength and focus for continued development.
- Adjust weekly responsibilities and learning goals as needed.

WEEKS 8 – 25 | HANDS-ON DEVELOPMENT

POINT OF CONTACT | DEPARTMENT SUPERVISOR/ TRAINING & DEVELOPMENT

- Continue supporting department functions and administrative operations.
- Deepen understanding of how central departments connect to restaurant teams.
- Participate in one-day shadowing opportunities with other administrative teams to broaden perspective.
- Mid-programme feedback session to track performance and learning milestones.

WEEK 26 | EVALUATION AND APPRAISAL

POINT OF CONTACT | DEPARTMENT SUPERVISOR/ TRAINING & DEVELOPMENT

- Final performance review and feedback discussion.
- Reflection on professional growth, skills gained and overall experience.
- Completion of internship documentation and closing remarks from mentors.

**JOIN
THE
HERD**

MANAGEMENT TRAINEE

Black Sheep is Asia's most compelling hospitality movement offering talented and passionate hospitality students the opportunity to gain management experience across some of Asia's most exciting markets.

The Management Trainee Programme is Black Sheep's internal fast-track to management, aimed at equipping the next generation of hospitality leaders with the skills to manage a restaurant and lead a team, the Black Sheep way.

OFFER INCLUDES:

- Monthly Starting Salary of HK\$20,000 (with Guaranteed Increments Upon Completion Of Blocks 1 and 2 and Upon Graduation)
- Medical Insurance
- 5-Day Work Week
- Return Flights
- Accommodation For First Month
- Fireside Group Chat With Founder
- Welcome Cocktail Reception
- Three Black Sheep Dining Curated Experience Vouchers
- Family Meals
- 20% Team Member Discount Across Black Sheep
- Discounted Gym Memberships
- Annual Leave & Statutory Holidays

MANAGEMENT TRAINEE

JOB DESCRIPTION

The Black Sheep Management Trainee Programme aims to develop future restaurant leaders by enveloping trainees in every aspect of restaurant operations and offering them an accelerated and exciting career path. Our hands-on, guest-facing programme will expose you to Hong Kong's dynamic dining scene and offer a glimpse into the inner workings of an industry-leading restaurant group from an operational perspective. The primary objective of the programme is to immerse you into a team environment, working with and alongside front-of-house, culinary and office team leaders while providing exceptional guest experience at the restaurant level.

We designed our programme to fast-track and build strong operational skills within aspiring restaurant managers. Management trainees are responsible for contributing to the flow of service while catering to the individual needs of guests and supporting the restaurant managers with training, scheduling, purchasing and driving the business forward.

Each trainee is assigned to a Black Sheep venue for the duration of the programme. The restaurants differ in story and cuisine, ranging from Burger Circus, a casual American diner, to upscale restaurants such as Carbone, our New York–Italian institution, and BELON, serving sincere, modern French cuisine. You will learn various food and beverage operations while working alongside talented teammates from around the world with diverse backgrounds, languages and experiences.

Throughout the programme, you will acquire and develop the necessary skills to lead a team and operate a successful restaurant. You will learn how to execute a seamless and efficient daily service, build problem-solving skills, direct a diverse service team and create unique dining experiences for guests. You will also create a supportive and inspiring community for team members, all of whom we consider family at Black Sheep.

ROLES AND RESPONSIBILITIES

- Master the standard operating procedures for front-of-house, including table services, food running, bartending and door management.
- Deliver exceptional guest experience, a component vital to the success of restaurants and the central focus of the training programme.
- Develop an in-depth understanding of restaurant stories, food menus, wine and beverage programmes.
- Participate in continuous in-house training to improve personal and team performance.
- Develop leadership skills by working closely with the management team - learn to become a strong and supportive team leader.
- Develop and propose ideas and how to present them in management meetings.

As part of the management team within the assigned restaurant, you will be communicating and working alongside the following Base Station teams to execute and maximise operational performance:

- Finance
- People and Culture
- Administration
- Guest Experience
- Communications
- Creative Experiences
- Design
- Logistics
- Group Systems
- Business Development

GROUP TRAINING CONTENT

In order for Black Sheep to have a world-class team, team members must attend a host of group training including:

- The Herding, Black Sheep group induction
- Complaint Handling
- Guest Experience
- Costing and Inventory
- SevenRooms
- Sales
- Bar Basics and Bar Workshop
- Finance
- People and Culture

HARD SKILLS

Hard skills are taught through group sessions in a classroom setting, on-the-job training and one-on-one training from your leader. Whilst Black Sheep provides training – you will also be tasked with your own development. If you are unsure how to do something, we encourage you to proactively seek out the knowledge by asking questions, doing research, and speaking to those around you.

During the Management Trainee Programme, you will master the following hard skills:

- **Product knowledge** – Managers should have in-depth knowledge of the restaurants they are working in, their story, the beverages, wine programme and food menu. It is your role to know the answer to questions your team and guests have and know who to approach if you do not have the answer.
- **Service** – Master the steps of service in your restaurant, including guests' engagement, the Spiel, table maintenance, wine service, POS management, etc.
- **Systems** – Black Sheep use several systems to assist in providing excellent guest service and supporting team productivity. These include SevenRooms, Microsoft Teams, Meistertask, Revel, etc.
- **Restaurant Policies** – Learn restaurant and reservations policies to maximise capacity, sales, and revenue in the restaurants. It is important to note that although we have these rules and policies, rules are there to be broken and we should always bend the rules where we can, to accommodate our guests.
- **Business Acumen** – Administration is an essential aspect of managing any business. Although this should not be your main focus; you must prioritise and manage your time effectively to meet deadlines. Administration tasks include cash handling scheduling, attendance and payroll, inventory management and cost control, maintenance and includes meeting and briefing preparation to prepare teams for successful shifts and the working week.

SOFT SKILLS

Soft skills are more challenging to acquire and are often learnt through experience and not through being taught.

These skills are mastered over time, observing your leaders for the best examples. These skills include the following:

- **Communication** – The ability to communicate professionally and clearly to your managers and teammates.
- **Leadership** – Throughout the programme, you will have the opportunity to work on your management style. The aim should be to lead and drive your team and others around you, providing guidance and direction to come up with a strategic approach to lead the team.
- **On-the-Spot Thinking** – As the pace of the hospitality industry is breakneck, decisions need to be made instantly.
- **Trust** – You need to be able to build trust between yourself, your managers, and your team. You must remain true to your word and follow through with promises and commitments.

- Delegation – Understanding that it is impossible to run a restaurant on your own is fundamental. You must learn who and when to delegate responsibility to effectively motivate individuals and the team to get the job done without the need to micro-manage.
- Networking – It is essential to build relationships with all departments and other teams within Black Sheep, as well as others in hospitality, to gain industry insight and even for future recruitment.
- Team recognition – Giving credit where credit is due shows great leadership. Celebrating team or individual successes will help build a loyal, committed team – never forget to give thanks for the little things.
- Discipline – There will always be issues, and those issues should be addressed as they happen in a fair manner. You must then implement strategies to ensure the issue does not occur again.
- Motivation – Leaders need to motivate their teams, which requires understanding individuals on a personal level, providing opportunities for growth, recognising good work, addressing mistakes and providing a supportive and positive working environment.

MANAGEMENT TRAINEE

PROGRAMME

The Management Trainee Programme focuses on developing the hard and soft skills needed to run a smooth service, lead the team and successfully drive the business. The programme is broken into four blocks taking you from trainee to leader, ensuring that you understand the basics and inner workings of the restaurant and the team. Throughout the blocks, you will receive coaching to help pass each assessment. Assessments take place to evaluate any gaps in training and gauge if you are ready to begin the next block of your Management Trainee Programme.

ON THE FRONT LINES	
BLOCK ONE THREE MONTHS RESTAURANT AND STORYTELLING	BLOCK TWO THREE MONTHS LEADING OPERATIONS
BLOCK THREE THREE-SIX MONTHS LEADING THE BUSINESS	BLOCK FOUR THREE-SIX MONTHS LEADING TO BECOME A LEADER

HARD SKILLS

Your first three months are your opportunity to settle in, become familiar with how Black Sheep operates and get to know the community.

FOCUS AREA:

- The Herding, Black Sheep's Induction programme, showcasing our restaurants. Get to learn the story behind the restaurant, the food and beverage, reservations policies, openings times, design features and, of course, get to try some on the food from selected restaurants!
- Management Meetings – attend and observe all weekly restaurant meetings, meet all restaurant management teams and gain an understanding of meeting agendas.
- Shadow the team while working in service in two or more of our restaurants, representing the diversity of our portfolio over six shifts; after these shifts, you will find out your restaurant placement.
- Your home restaurant induction will include receiving your restaurant training bible and working through every front-of-house role, from a runner, server, captain, to reception and bar.

COACHING

The Training & Development team, your Operations Manager and Restaurant Manager will be your point of contact and support throughout your induction with regular coaching sessions.

ASSESSMENT

The Proficiencies – an assessment of your working knowledge including wine service, cocktail making, coffee service, guests experience, restaurants and menu knowledge, dish presentation and telephone etiquette. Under the guidance of our experts, you will undergo training shifts in various Black Sheep venues during the First Block focused on coffee making, cocktail crafting, wine service, door handling and guest experience. Additionally, during Block One you will join our Guest Experience team at The Base Station (our headquarters) to receive in-depth training that will go over everything from delivery, to handling guest complaints over the phone. To complete Block One, you will also be asked to present the story of your home restaurant during our group wide induction known as The Herding.

BLOCK TWO | OPERATIONS | THREE MONTHS

This section focuses on the day-to-day of your restaurant operations, not driving the business yet but supporting the team to keep the business running, including opening and closing the restaurant and looking after of our guests

FOCUS AREAS:

- Your chance to focus on service and the guests, building relationships with Black Listers, identifying and build restaurant Champions
- Learn the opening and closing procedures, according to the checklists. These include cleaning, restaurant set up, team briefing and debrief, cash procedures and reports.
- Supporting your manager in the day-to-day running of the restaurant, completing tasks set by your manager – primarily assisting your manager in anything he or she needs.
- Identifying, reporting and actioning maintenance, learning stock counting and reporting and taking on managerial tasks set by your management team.

COACHING

Your Restaurant Manager will be your main point of contact, and you will have support from your Operations Manager and regular catch-ups with the Training & Development team.

ASSESSMENT

By this point, your manager should be able to rely on you to lead the team during a shift. You will be assessed on your ability to run a full service, from mise en place to the end-of-day report.

You should be there to support your team, be the face of the business, prevent issues and put out fires.

INTERNATIONAL MANAGEMENT TRAINEE

JOB DESCRIPTION

The Black Sheep International Management Trainee Programme aims to develop future restaurant leaders by enveloping trainees in every aspect of restaurant operations across borders and offering them an accelerated and exciting career path.

Our hands-on, guest-facing programme will expose you to both Hong Kong's dynamic dining scene and our growing international footprint, offering a glimpse into the inner workings of Asia's most compelling hospitality movement. The primary objective of the programme is to immerse you in a team environment, working with and alongside front-of-house, culinary and office team leaders while providing exceptional guest experience at the restaurant level.

We designed this programme to fast-track and build strong operational and leadership skills within aspiring restaurant managers. Management trainees are responsible for contributing to the flow of service while catering to the individual needs of guests and supporting restaurant managers with training, scheduling, purchasing and driving the business forward.

Each trainee will be assigned to one of Black Sheep's international concepts, working across both Hong Kong and one of our overseas markets. The programme is divided into four blocks: Blocks 1, 2 and 4 take place in Hong Kong, with Block 3 is spent abroad in either Singapore or Dubai, providing real-world experience in leading diverse teams and understanding cross-cultural operations.

The restaurants differ in story and cuisine, ranging from Burger Circus, a casual American diner, to upscale restaurants such as Carbone, our New York-Italian institution, and BELON, serving sincere, modern French cuisine. You will learn various food and beverage operations while working alongside talented teammates from around the world with diverse backgrounds, languages and experiences.

Throughout the programme, you will acquire and develop the necessary skills to lead a team and operate a successful restaurant. You will learn how to execute a seamless and efficient daily service, build problem-solving skills, direct a diverse service team and create unique dining experiences for guests. Most importantly, you will experience how Black Sheep's culture of excellence translates across borders, building a foundation to become part of the next generation of international hospitality leaders.

ROLES AND RESPONSIBILITIES

- Master the standard operating procedures for front-of-house, including table service, food running, bartending and door management.
- Deliver exceptional guest experience, a component vital to the success of restaurants and the central focus of the training programme.
- Develop an in-depth understanding of restaurant stories, food menus, wine and beverage programmes.
- Participate in continuous in-house training to improve personal and team performance.
- Develop leadership skills by working closely with the management team – learn to become a strong and supportive team leader.
- Learn how to adapt operations and leadership style across different markets and cultural environments.
- Develop and propose ideas, and learn how to present them effectively in management meetings.
- As part of the management team within the assigned restaurant, you will be communicating and working alongside the following Base Station teams to execute and maximise operational performance:
 - Finance
 - People and Culture
 - Administration
 - Guest Experience
 - Communications
 - Creative Experiences
 - Design
 - Logistics
 - Group Systems
 - Business Development

GROUP TRAINING CONTENT

In order for Black Sheep to have a world-class team, all team members must attend a host of group training sessions including:

- The Herding – Black Sheep group induction
- Complaint Handling
- Guest Experience
- Costing and Inventory
- SevenRooms
- Sales
- Bar Basics and Bar Workshop
- Finance
- Cross-Cultural Leadership and Global Hospitality Standards

HARD SKILLS

Hard skills are taught through group sessions in a classroom setting, on-the-job training and one-on-one coaching from your leader. Whilst Black Sheep provides training, you are also responsible for your own development. If you are unsure how to do something, we encourage you to proactively seek out knowledge by asking questions, doing research and speaking to those around you.

During the International Management Trainee Programme, you will master the following hard skills:

- **Product knowledge** – Managers should have in-depth knowledge of the restaurants they are working in, their story, the beverages, wine programme and food menu. As part of the international track, you will also learn to adapt this knowledge across different markets and guest expectations. It is your role to know the answer to questions your team and guests have, and to know who to approach if you do not have the answer.
- **Service** – Master the steps of service in your restaurant, including guest engagement, the Spiel, table maintenance, wine service, POS management, and more.
- **Systems** – Black Sheep uses several systems to assist in providing excellent guest service and supporting team productivity. These include SevenRooms, Microsoft Teams, Meistertask, Revel, and others. You will also gain exposure to regional systems used across our international markets.
- **Restaurant Policies** – Learn restaurant and reservations policies to maximise capacity, sales, and revenue in the restaurants. Although we have these rules and policies, it is important to note that rules are there to be bent where possible to accommodate our guests.
- **Business Acumen** – Administration is an essential aspect of managing any business. Although this should not be your main focus, you must prioritise and manage your time effectively to meet deadlines. Administrative tasks include cash handling, scheduling, attendance and payroll, inventory management and cost control, maintenance, and preparing meetings and briefings to ensure teams are set up for successful shifts. International trainees will also learn to manage reporting and communication across markets.

SOFT SKILLS

Soft skills are more challenging to acquire and are often learnt through experience rather than direct instruction. These skills are mastered over time by observing your leaders and peers for the best examples.

These skills include the following:

- **Communication** – The ability to communicate professionally and clearly with managers, teammates and cross-market teams.
- **Leadership** – Throughout the programme, you will have the opportunity to refine your management style. The goal is to lead and inspire your team, providing guidance and direction while developing a strategic approach to leadership.
- **On-the-Spot Thinking** – The pace of the hospitality industry is fast, and decisions often need to be made instantly and confidently.
- **Trust** – Build trust between yourself, your managers and your team. Remain true to your word and follow through with promises and commitments.

- Delegation – Understand that it is impossible to run a restaurant alone. Learn who and when to delegate responsibility to motivate individuals and the team to get the job done without micro-management.
- Networking – Build relationships with all departments and other teams within Black Sheep, as well as peers in international hospitality circles, to gain industry insight and expand your global network.
- Team Recognition – Giving credit where it's due demonstrates great leadership. Celebrating team or individual successes builds loyalty and commitment—never forget to give thanks for the little things.
- Discipline – Issues will arise, and they should be addressed fairly and immediately. Implement strategies to ensure they do not occur again.
- Motivation – Leaders motivate their teams by understanding individuals on a personal level, recognising good work, providing opportunities for growth, and maintaining a positive and supportive work environment.
- Cultural Intelligence – Learn to recognise and adapt to cultural differences in communication, teamwork, and guest expectations while upholding Black Sheep's shared standards of excellence.

INTERNATIONAL MANAGEMENT TRAINEE

PROGRAMME

The International Management Trainee Programme focuses on developing the hard and soft skills needed to run a smooth service, lead diverse teams and successfully drive the business across different markets. The programme is broken into four blocks, taking you from trainee to leader in both Hong Kong and an international market, ensuring you understand the fundamentals and inner workings of the restaurant, the team and the wider organisation.

Throughout each block, you will receive ongoing coaching and mentorship to help you progress through your assessments. These assessments are designed to evaluate your growth, identify any gaps in training and determine your readiness to advance to the next stage of the programme.

ON THE FRONT LINES	
BLOCK ONE – HONG KONG THREE MONTHS RESTAURANT AND STORYTELLING	BLOCK TWO – HONG KONG THREE MONTHS LEADING OPERATIONS
BLOCK THREE – DUBAI / SINGAPORE THREE-SIX MONTHS LEADING THE BUSINESS	BLOCK FOUR – HONG KONG THREE-SIX MONTHS LEADING TO BECOME A LEADER

BLOCK ONE | HARD SKILLS | THREE MONTHS

Your first three months are your opportunity to settle in, become familiar with how Black Sheep operates and get to know the community.

FOCUS AREAS:

- The Herding – Black Sheep’s induction programme, showcasing our restaurants. Learn the story behind each concept, the food and beverage, reservation policies, opening times, design features and, of course, try some of the food from selected restaurants.
- Management Meetings – Attend and observe all weekly restaurant meetings, meet all restaurant management teams and gain an understanding of meeting agendas.

- Shadow the team while working in service in two or more of our restaurants, representing the diversity of our portfolio over six shifts; after these shifts, you will find out your restaurant placement.
- Your home restaurant induction will include receiving your restaurant training bible and working through every front-of-house role, from runner, server and captain to reception and bar.

Gain a broader understanding of how Black Sheep operates internationally and how different teams connect across markets.

COACHING

The Training & Development team, your Operations Manager and Restaurant Manager will be your point of contact and support throughout your induction with regular coaching sessions.

ASSESSMENT

The Proficiencies – an assessment of your working knowledge including wine service, cocktail making, coffee service, guest experience, restaurant and menu knowledge, dish presentation and telephone etiquette. Under the guidance of our experts, you will undergo training shifts in various Black Sheep venues during Block One focused on coffee making, cocktail crafting, wine service, door handling and guest experience.

Additionally, during Block One you will join our Guest Experience team at The Base Station (our headquarters) to receive in-depth training that will cover everything delivery to handling guest complaints over the phone.

To complete Block One, you will also be asked to present the story of your home restaurant during our group-wide induction known as The Herding.

BLOCK TWO | OPERATIONS | THREE MONTHS

This section focuses on the day-to-day of your restaurant operations—not yet driving the business, but supporting the team to keep it running smoothly, including opening and closing the restaurant and looking after our guests.

FOCUS AREAS:

- Focus on service and guest relationships, building connections with Black Listers and identifying restaurant Champions.
- Learn the opening and closing procedures according to the checklists. These include cleaning, restaurant setup, team briefing and debrief, cash procedures and reports.
- Support your manager in the day-to-day running of the restaurant, completing tasks set by your manager—primarily assisting in anything they need.
- Identify, report and action maintenance issues, learn stock counting and reporting, and take on managerial tasks set by your management team.

COACHING

Your Restaurant Manager will be your main point of contact, supported by your Operations Manager, with regular catch-ups with the Training & Development team.

ASSESSMENT

By this point, your manager should be able to rely on you to lead the team during a shift. You will be assessed on your ability to run a full service, from mise en place to the end-of-day report. You should be there to support your team, be the face of the business, prevent issues and put out fires.

BLOCK THREE | BUSINESS MANAGEMENT | THREE—SIX MONTHS (DUBAI / SINGAPORE)

In this section, you take the reins—overseas. This is your opportunity to experience a different market, adapt to new teams and guest profiles, and represent Black Sheep internationally while driving the business forward.

FOCUS AREAS:

- Take ownership of the day-to-day operations. You are fully confident as the Manager-on-Duty and capable of running a shift independently, taking accountability for your team and guests.
- Develop your coaching skills, organise regular catch-ups with your junior team and actively listen and follow through with any plans or promises made—gain your team's trust.
- Critique your restaurant, bring ideas and solutions to problems, be innovative with events and offerings while always keeping the guest and team's best interests in mind.
- Learn to adapt your leadership and communication style to a new market, respecting local culture and service expectations.
- Master all systems and reporting so that you can confidently manage the restaurant, run all procedures related to cash and inventory management, present restaurant meetings and meet weekly and monthly deadlines in the absence of your Restaurant Manager.

COACHING

You will have the full support of your Restaurant Manager and Operations Manager; however, expectations will be high. Use the resources around you for support, and reach out to Communications, Design, People & Culture, Group Systems and Finance as needed.

ASSESSMENT

Use your working experience overseas to build your weekly meeting agenda. Present it to your Restaurant Manager and Operations Manager for review and demonstrate your understanding of operations within an international context.

BLOCK FOUR | LEADERSHIP | THREE—SIX MONTHS (HONG KONG)

Returning to Hong Kong, this phase focuses on leadership—applying everything you have learned across markets to inspire your team, strengthen performance and drive long-term growth.

FOCUS AREAS:

- Master day-to-day procedures, ensuring you and your team complete opening and closing checklists correctly, prepare for briefings, debrief after service and lead weekly restaurant meetings confidently.
- Take responsibility for recruitment and retention. Identify workforce gaps, manage hiring according to Black Sheep standards, conduct interviews and trials and provide professional candidate care.

- Master all People and Culture tasks and meet deadlines consistently. Responsibilities include the hiring and registration process, scheduling, attendance and payroll management, team performance and cessation of employment.
- Train, coach and develop your team based on their individual needs. Support group training attendance and prepare in-house training sessions that are engaging, interactive and focused on weekly objectives.

COACHING

Your Restaurant and Operations Managers will continue to support you during this stage, with additional guidance from the Training & Development team.

ASSESSMENT

Complete and present your restaurant's training calendar to your Restaurant and Operations Managers. Prepare, build and deliver a training session from your training brief, which will be assessed by the Training & Development team.

**A WORLD OF HOSPITALITY
THE EXPERIENCE OF A LIFETIME**