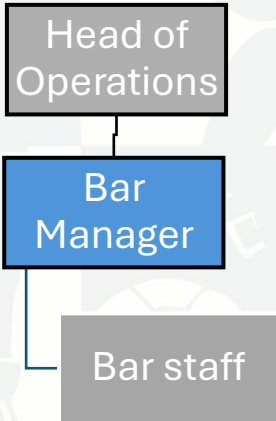


## Bar Manager Job Description

Job details	
<b>Job title:</b>	Bar Manager
<b>Location</b>	Bristol Rovers football club, Memorial Stadium
<b>Hours:</b>	37.5 hours per week (this is a managerial position; flexibility and occasional additional or unsocial hours are a requisite of the role)
<b>Responsible to:</b>	Head of Operations
<b>Team:</b>	Operations
<b>Salary:</b>	Competitive, dependent upon experience
<b>Responsible for:</b>	Bar staff
<b>Job Purpose:</b>	Responsibility for developing and driving the Club's bars across matchdays and non-matchdays events, with ultimate responsibility of the overall operation of delivery with a focus on overseeing inventory, ensuring customer satisfaction and maintaining a welcoming atmosphere in particular on matchdays.
<b>Relationship &amp; Reporting Lines:</b>	 <pre> graph TD     HO[Head of Operations] --- BM[Bar Manager]     BM --- BS[Bar staff]             </pre>
PRINCIPLE ROLE AND RESPONSIBILITIES	
1.	Responsible for driving the highest standards possible of delivery from all bar areas within the club.
2.	Enhance efficiencies of delivery of products and drop-off of products
3.	Work alongside the Club's marketing and media teams, to grow BRFC bars.
4.	Lead recruitment of bar staff following and working with the clubs HR
5.	Management of all bar staff to the highest standards

6.	Identify opportunities to streamline processes and systems.
7.	Drive innovation around new bar opportunities and department's systems and processes
8.	Provide board level reporting on the areas of success and areas where improvement is needed.
9.	Building and maintaining lasting relationships with fans
10.	With the Head of Operations, set and effectively communicate and report on budgets; ensuring that income and expenditure is within business plan targets.
11.	Working cohesively and co-ordinate with other departments
12.	Maintaining and surpassing cost control and management of budgets

## Person Specification

Knowledge		Essential	Desirable
1.	Educated to degree level or equivalent		✓
Skills, Abilities & Experience		Essential	Desirable
2.	A background in bars or the hospitality sector	✓	
3.	A background at working in a professional sports environment		✓
4.	Excellent business acumen, with experience in understanding and delivering wet products from bars	✓	
5.	Excellent people and communication skills	✓	
6.	Excellent planning and organisational abilities	✓	
7.	Experience in driving high standards of service and performance in a hospitality environment	✓	
8.	A willingness and ability to work flexibly in a friendly, fast-paced, and dynamic environment	✓	
Other		Essential	Desirable
9.	Excellent IT Skills.		✓
10.	Proven track record of exceeding sales targets and ability to manage a large budget.		✓
11.	Self-motivated and able to act on initiative.	✓	
12.	Able to work outside office hours as suits the venue needs	✓	

	Personal Attributes/Values	Essential	Desirable
13.	Resilient, with the ability to handle adversity and challenge in a positive way.	✓	
14.	Able to work independently and as part of a team.	✓	
15.	Demonstrate an ability to foster a positive, values driven culture, where staff at all levels are supported and empowered to succeed.	✓	
16.	Flexible and adaptable attitude towards work.	✓	
17.	Innovative thinker with a drive to continually improve.	✓	

## Safeguarding Statement

Bristol Rovers FC Football Club is committed to safeguarding the welfare of children and young people and expects all staff and Volunteers to endorse this commitment. This post requires an Enhanced Disclosure and Barring Service Check (DBS) as such it is exempt from Rehabilitation of Offenders Act (1974). Therefore, all convictions including spent convictions that have not been subject to filtering by the DBS should be declared". Relevant information and / or documents will be distributed as part of the recruitment process.

## Equality, Diversity and Inclusion

Bristol Rovers FC Football Club's commitment to Equality, Diversity and Inclusion is to confront and eliminate discrimination whether by reason of age, gender, gender reassignment, sexual orientation, marital status or civil partnership race, nationality, ethnicity (race), religion or belief, ability or disability, pregnancy or maternity and to encourage equal opportunities (Protected Characteristics, Equality Act 2010).

Employees of Bristol Rovers FC Football Club must ensure a positive commitment towards equality, diversity and inclusion by treating others fairly and not committing any form of direct or indirect discrimination, victimisation or harassment of any description and to promote positive working relationships between all internal and external stakeholders.

## How to Apply

Please send a CV, covering letter and salary expectation to [recruitment@bristolrovers.co.uk](mailto:recruitment@bristolrovers.co.uk)