



Welcome to the Field Studies Council (FSC)

Senior Hospitality & Catering Assistant at with FSC Scotland predominantly based Kindrogan Field Centre, Perthshire

Imagine a role that offers you both unique opportunities and challenges; where you are an important part of an empowered team who strive to create a truly memorable experience for every individual who visits our FSC Locations and where you have the chance to demonstrate your passion to deliver the highest standards of customer service and care. No matter what role you perform at the FSC, everyone can make a difference...if you want to join our successful Environmental Education Charity and you have what it takes to make a difference then we want to hear from you.

Included in this pack is the key information relating to our **Senior Hospitality & Catering Assistant** vacancy:

- Job Description and Person Specification
- Summary of the main terms and conditions for the post
- Information about FSC and Kindrogan Field Centre

How to apply:

To apply for this position please download and complete in full the **BASIC application form**. You must ensure that your application includes examples of how you have demonstrated skills, knowledge and experience in meeting the requirements of the post detailed in both the job description and person specification.

For all recruitment information and the relevant application form please go to our vacancies web page at:
www.field-studies-council.org/vacancies

Send your completed application form to: recruitment@field-studies-council.org **OR**
Human Resources, FSC Head Office, Preston Montford, Montford Bridge, Shrewsbury, Shropshire, SY1 4HW

Please note we do not accept CV's without a completed application form.

Applications will be considered upon arrival and interviews arranged as appropriate.

If you have any queries regarding this vacancy please call Anna Rons on 01475 530581. We look forward to receiving your application in due course.

Daniel Moncrieff
Head of FSC Scotland

JOB DESCRIPTION

Job Title:	Senior Hospitality & Catering Assistant
FSC Grade:	Team Member
Based at:	FSC Scotland predominantly based at Kindrogan Field Centre
Reports to:	Centre Manager
	This post holds no direct line management responsibility

Overall Job purpose:

To assist the Centre Manager supervising and monitoring the cleaning and housekeeping; ensuring the team achieves the highest level of quality standards. Hospitality & Catering Assistants work in the kitchen, service and housekeeping operations to ensure that the learning location is clean and tidy for visitors at all times whilst contributing to a friendly welcoming atmosphere.

This is essentially an active role and will require the job holder to be able to carry out duties associated with catering and hospitality work, including manual handling, e.g. carrying saucepans, trays of food/crockery and laundry, assisting with food deliveries, making beds and operating vacuum cleaners.

Key Responsibilities:

- Having an overview of daily requirements of the Hospitality and Catering teams and deploying staff where most needed on a daily basis
- Day to day supervision and deployment of a small team of Hospitality & Catering Assistants, to include allocation of tasks and checking that these tasks have been completed
- Liaising with the Centre Manager FSC Scotland to ensure appropriate staff cover across hospitality and catering
- Working with the Chefs to assist in the provision of the catering service for up to 120 covers
- Monitoring and checking standards of quality
- Implementing new systems to facilitate high standards of cleanliness and customer satisfaction
- Supervising and participating in the routine and special cleaning or preparation of the learning location for all users: including bedrooms, corridors, public areas, staff areas, classrooms, bathroom, shower and toilet facilities
- Undertaking general cleaning and maintenance duties around the learning location as necessary
- Monitoring stock levels and reporting maintenance issues
- Ensuring FSC Scotland's 'quality standards' are adhered to in this customer facing role
- Ensuring laundry is completed in a timely manner, monitoring laundry levels and quality of linen
- Keeping all exits and corridors free from obstructions, ensuring that equipment is safely stored and laundry/house cupboards are organised and tidy
- Manual handling tasks, e.g. carrying laundry, assisting with deliveries, moving and operating a vacuum cleaner
- Taking an active role in the learning location's evening, overnight and on call duties – this will involve staying on site on some evenings, overnight or to be contactable by phone to deal with customer issues and, with the support of a Senior member of staff, respond to emergencies

General

- Complying with all relevant legislation / FSC Operating Codes of Practice (OCOPs) / FSC Health and Safety Handbook and FSC procedures
- Delivering a high standard of customer service and customer care
- Ensuring the highest standards of quality are achieved in all duties carried out
- Working closely with other staff to ensure that appropriate levels of service are maintained during absences and periods of high workload
- Maintaining a high standard of personal hygiene & personal appearance in accordance with FSC policies
- Fulfilling your obligations under FSC's Behaviour Partnership to ensure a happy, productive working environment

- Attending staff meetings as well as FSC internal and external training as required, in order to share best practice and improve team and learning location performance, and participating fully in staff development activities (sometimes this may involve travel to other learning locations with the occasional overnight stay)
- Undertaking any other duties that may reasonably be required to ensure the smooth and efficient running of the learning location

Key Expectations:

The expectations of every employee that we regard as essential include:

- A positive and passionate work attitude
- A desire to show pride in all aspects of their work
- A flexible approach with a willingness to adapt to changes
- An ability to work using your own initiative both independently and as a competent, effective team member
- An ability to work under pressure and prioritise work to meet tight deadlines
- Always treating others with courtesy, dignity and respect
- A commitment and contribution to improving FSC's environmental performance
- A committed and proactive approach to personal development; motivated to learn new skills and overcome new challenges

This job description should be seen as enabling rather than restrictive, and will be subject to regular review.

Date of issue: January 2017

PERSON SPECIFICATION

Post Title: SENIOR HOSPITALITY & CATERING ASSISTANT	Learning Location: FSC SCOTLAND – Predominantly based at Kindrogan Field Centre
--	--

ESSENTIAL/DESIRABLE FACTORS FOR THE POST	E	D	How is this identified?
1. QUALIFICATIONS & EXPERIENCE			
Previous Customer Service experience	✓		Application / Interview
Experience of supervising staff	✓		Application / Interview
Catering and/or hospitality experience	✓		Application / Interview
Basic level Health & Hygiene certificate		✓	Application / Interview
Relevant catering qualification		✓	Application /Interview
First Aid qualification		✓	Application
2. KNOWLEDGE			
Ability to use standard office software and technology as appropriate to the role		✓	Application
3. SKILLS			
Ability to focus and stay on task when working alone or as part of a team	✓		Application /Interview
Ability to effectively manage tasks on a day to day basis	✓		Application /Interview
Excellent communication skills, sensitive to the needs of others	✓		Application /Interview

SUMMARY OF MAIN TERMS AND CONDITIONS

Contract Term: This is a permanent post.

Remuneration:

FSC Grade: Team Member

FSC Salary Grade: Scale Points 6 - 9, the actual pro-rata salary is £11,685 - £13,203 per annum. (The full time equivalent salary is £15,581 - £17,604 per annum).

The point of entry within the salary grade is normally the 1st point in the range therefore subject to satisfactory performance and an individual review, the post-holder will have the opportunity to access up to 3 further incremental points within the grade. It is however assessed on qualifications and experience and for exceptional candidates only consideration may be given for appointment on the 2nd point. The salary is paid monthly in arrears by BACS transfer. The salary scale is reviewed annually.

If resident at the centre a deduction is taken from your gross monthly salary and you will be required to sign a residential accommodation agreement. Food will only be provided during the course of your duties. Food is not included on days off and holidays.

Hours of work:

This post is based on a notional average of 30 working hours per week, this will equate to a total of 1560 hours of work annualised over a full year. The weekly hours are based on a flexible shift pattern, this will fluctuate throughout the year according to business needs which means that the post holder may be required to work more hours during busy periods and considerably less in other weeks to compensate. Evening, weekend and Bank Holiday working will be required. You will be required to undertake evening and residential duties. The working pattern can be discussed further with you at the interview.

Annual & Bank Holidays:

The holiday year runs from 1 January to 31 December each year. You will accrue an entitlement to paid annual holidays equivalent to 5.6 working weeks during a complete holiday year. This entitlement includes the Public/Bank holidays or substitute days (as defined in FSC's Employee Handbook) when they fall on a contractual or scheduled day of work. Part time workers will receive a pro-rata of the entitlement. For anyone who joins part way through the year they will receive a pro-rata entitlement of the 28 days.

In addition to the above, we recognise and reward staff loyalty by awarding additional paid leave days, based on length of service, up to a maximum cumulative total of 5 additional days paid leave (pro rata for part time).

Pension:

The post holder will be eligible to join one of FSC's Pension Schemes.

Sickness:

During periods of certified sickness the post-holder will be eligible to receive sick pay in accordance with FSC's sickness absence procedures. The payment of sick pay is subject to compliance with FSC's rules for the notification and verification of sickness absence, details of which will be provided to the successful applicant upon commencement of employment.

Additional Employee Benefits:

These include an Employee Assistance Programme, Life Assurance* and Health Cash Plan with Westfield Health* (*exclusions apply). Further details are given on appointment, as applicable, or are available by contacting Human Resources at FSC Head Office on 01743 852119.

Probationary Period:

This post has a three month probationary period, during which your suitability for the post will be assessed.

Post Classification / Criminal Records Check Requirements:

This post has been classified as being **exempt** from the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013). Applicants will therefore be required to disclose any convictions, cautions, reprimands or final warnings which are NOT protected as defined under the Act, and the successful candidate will also be required to undertake a **PVG Scheme check for regulated work with children** with Disclosure Scotland.

FIELD STUDIES COUNCIL: BACKGROUND INFORMATION

Field Studies Council (FSC) is an environmental education charity providing informative and enjoyable opportunities for people of all ages and abilities to discover, explore, and understand the environment.

Our Mission is to bring environmental understanding to all.

Our Vision is inspiring environmental understanding through first-hand experience

What we believe -

FSC believes that the more we understand about and take inspiration from the world around us the more we can appreciate its needs and protect its diversity and beauty for future generations.

In all we do, we are committed to:

- **Delivering first hand experiences.** FSC uses the environment to inspire. Taking in its sights, sounds and smells has the ability to motivate, deepen knowledge and broaden horizons.
- **Providing opportunities for everyone.** FSC strives to provide opportunities for everyone regardless of age, ability or background.
- **Sustainability for the future.** A commitment to the environment is at the heart of everything FSC does: how we run the charity, what people learn on our courses and through our publications.
- **A caring attitude.** From the way we treat our customers, our staff, the environments we work in and the feel of our locations, FSC demonstrates a personal approach with great care taken in everything we do.

What we do -

For more than 70 years FSC has touched the hearts and minds of people of all ages through courses at our network of learning locations, work overseas and the production of resources. Each year over 140,000 people experience FSC many through a visit to one of our learning locations

- Learning outside the classroom experiences with their school, college or university
- Professional training courses for environmentalists and teachers
- Natural history courses
- Identification guides and free resources
- Funded projects both in the UK and abroad
- Art courses
- Family holidays
- Campaigns for the right to outdoor learning and fieldwork

Some of the FSC's proudest moments have arrived when trying to reach those who would not be able to have an FSC experience without some help. In 2014, thanks to FSC members and donations from individuals and Trust Funds, we were able to provide support for over 1000 young people who otherwise would not have been able to take part.

Despite all that we have achieved so far, we hope to provide even more opportunities for people of all ages and abilities to discover, explore and understand the natural world. However, as an Investors in People charity, we realise we can't achieve this without staff that have a real passion for the work of the charity and a pride in their role within it. Every role in the charity is vital to delivering its mission and vision – if this inspires you and you meet the requirements of the post we would love to hear from you.

For more information please also visit www.field-studies-council.org

FSC Scotland

Kindrogan was the first FSC Field Centre to be opened in Scotland and is Scotland's National Centre for Excellence in Field Studies and Biodiversity Training. FSC Kindrogan has a deserved reputation for the delivery of high quality field courses in geography and biology across the age range. A wide variety of educational courses with an environmental theme are also offered for adult and family groups. The Centre is located 12 miles from Pitlochry, on the edge of the Cairngorms National Park. Since the FSC took over the Centre just over 10 years ago, there has been substantial investment in the site, with an ongoing programme of en-suiting rooms, and updating customer facilities.

FSC Millport is a new learning location for the Charity. The Marine Station at Millport has been in existence for over a century and is the oldest in Scotland. The site had previously built up a well earned reputation for high quality field teaching which FSC was keen to maintain and develop.

The centre opened its doors to its first FSC customers in February 2014. The main user groups initially were the many higher education groups which previously used the site. These have been supplemented by the development of courses for a wider range of users including other higher education groups, Scottish schools, other groups from outside Scotland and the leisure learning market. FSC has ambitious plans for the Centre including the refurbishment of much of the site and the addition of a new accommodation and teaching building to ensure that the high quality teaching provision is supported by appropriate infrastructure. FSC Millport forms a key component of the Charity's work in Scotland and works closely with other FSC operations to ensure a comprehensive and joined up provision is offered across FSC Scotland.