

February 2021

Dear Applicant,

Thank you for your interest in the position of **Café/Bar Supervisor** at the New Wolsey Theatre.

If you love your working day to fly by because you’re busy doing what you’re really good at, you’ll be a great match for this role. The café/ bar supervisor is a hands-on role, preparing food and serving customers in our newly refurbished building. You will have good ideas about how to improve things, based on your experience, and you’ll discuss these with colleagues to decide which ideas to take forward. You will follow food specifications religiously and be a champion for food safety and hygiene. Our customers will get to know your cheerful personality and you’ll always find time for a smile, no matter how busy you are. Show times at the theatre are particularly busy, so you won’t be panicked by 400 people wanting a drink at the interval; you’ll work with your team to make sure they all get served in time. At quieter times, you’ll be undertaking routine tasks and ensuring that everything is spotlessly clean and ready for service. You’ll take great pride in working as part of a friendly team that provides the best hospitality in town. As a supervisor, you will set high standards for yourself and inspire others to perform at their best. If this sounds like you, we can’t wait to meet you..

We are an ambitious producing and receiving theatre, with a national reputation for its work in access and inclusion, and for the production of new musical theatre. Our annual Rock’ n’ Roll Panto, written and directed by Artistic Director Peter Rowe, is much loved by local audiences and is the cornerstone of our annual programming. In December 2020 we staged *The Snow Queen* – our first live *and* live-streamed show.

We’re extremely proud of our outreach and participation work, which in October 2020 moved in to our new participation space NW2. In 2020 we also undertook an extensive renovation and refurbishment programme for our main building, resulting in a transformed cafe/ bar area, more toilets and improved auditorium seating.

The last year has of course been challenging, as it has been for everyone affected by the Covid-19 pandemic. However, we’re now looking forward to re-opening in Spring/ Summer 2021. We can’t wait to invite audiences back to our spaces, which will include an outdoor performance area we’re calling ‘The Bowl’. Our new building NW2 and all the work associated with it, has created an opportunity to develop ‘Theatre Square’ right in front of our main building, which will be a delightful place to relax, meet friends, catch a performance, and have a bite to eat.

We’re now recruiting for key positions to help us move forward as we recover from the extraordinary challenges of Covid-19. You don’t necessarily have to be a ‘theatre person’ to do well at the New Wolsey Theatre. We welcome people from *all* backgrounds and we’re actively trying to ensure that our workforce is diverse. By this, we mean that we want to employ people from a wide range of backgrounds, ethnicities, ages, gender identities, disabilities, class (socio-economic backgrounds) and so on. This isn’t because we want to tick a box that says ‘diverse’ but because we genuinely believe that our business will be much improved by having a real range of people working (and volunteering) within it.

So, if you haven’t considered working for a theatre before, maybe now’s the time to check us out. We’re super-friendly, hard working and love meeting a challenge. If that sounds like you, and you think you might have the skills/ experience for the role (wherever you gained them) come and talk to us. We can’t wait to meet you!

Yours warmly,

From Sarah Homes, Chief Executive

**How to apply**

We are inviting people interested in being our **Café/ Bar Supervisor** to complete our **Application Form** and [Equality, Diversity and Inclusion Monitoring Form](https://forms.gle/qVvHMBG6zq1RnSwH7)

**Please note**, **we do not accept CVs as a form of application**, however you may submit a concise CV containing your education, training and qualifications and employment history instead of completing this section of the application form.

If you need us to make any adjustments to allow you to fully participate in this application and selection process please get in touch with Lucy Parker lparker@wolseytheatre.co.uk or 01473 295940.

However you choose to apply, you will need to tell us about your education, training, qualifications, and employment history, as well as to consider the following questions:

* Why are you interested in being our Café/ Bar Supervisor?
* How do your skills and experience make you the best person to be our Café/ Bar Supervisor?

Please read through the **Job Description, Job Specification and Person Specification** before applying for this role, these can be found further down this document.

If you would like an informal chat with someone about the role, please email our Head of Communications, Sue Lawther-Brown. She doesn’t bite! slawther-brown@wosleytheatre.co.uk

Completed applications should be returned to Julie French jfrench@wolseytheatre.co.uk by **9am on Monday 8th March 2021.**

As an organisation accredited by the Job Centre as a Disability Confident Employer, we guarantee to interview all deaf and disabled applicants who meet the essential criteria for this vacancy.

We will facilitate any Access To Work claims if appropriate, and any access costs will be covered up front including any access required for attending interviews.

**Key Dates**

Application Deadline 9am on Monday 8th March 2021

Interviews Friday 26th March 2021

Role start date April 2021 (exact start date will depend on the candidate)

We hope to be able to conduct interviews in person at the theatre, but if we can’t due to Covid rules we will do them online. Full instructions will be provided for either scenario.

**Equal Opportunities**

The mission of the New Wolsey Theatre is to create, develop and produce a vital and dynamic programme of performances and participatory activity for the people of Suffolk and surrounding areas. It aims to create a programme of the highest quality, maximum diversity and greatest possible accessibility. We believe that this is best achieved through the implementation of an Equal Opportunities and Diversity Policy informing all areas of the company’s activity and employment practice.

We are committed to ensuring equality and fairness for all employees, collaborators, contractors and the general public. We will not discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, gender reassignment, religion or age. The New Wolsey Theatre opposes all forms of unlawful and unfair discrimination and will work to promote opportunities for sections of the community that are currently under-represented.

All individuals will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the organisation’s output.

We strive to create an environment in which individual differences and the contributions of all our staff are recognised and valued. No form of intimidation, bullying or harassment will be tolerated.

We actively encourage applications from people of all backgrounds, especially those currently less represented in our industry and on our stages. We are particularly interested to receive applications for this role from people who identify as deaf and disabled people, and neurodiverse people.

We are happy to make all reasonable adjustments to enable applicants to participate in the selection process, and for the successful applicant to carry out their role.

We will regularly review our employment practices and procedures to ensure fairness. This policy has the approval of the Board and will be reviewed on an annual basis.

**More Information About The New Wolsey Theatre**

We are a company that really cares about what we do, who we work with, and what we’re working for. Most of the time we put on plays. But we also serve tea and coffee for our guests, offer them lunch and somewhere comfortable to sit and have a chat and sometimes we present music, comedy, dance or even circus We invite children to come and play with us, sometimes with their parents too. Teenagers come and work with us in our Youth Theatre Groups – in 2021 we’re doing this online for the first time. Schools ask us to go and visit to tell stories, make performances, or teach skills, and sometimes they come to us to do those things. Schools love coming to see our annual Rock ‘n’ Roll pantomime – in a normal year we’ll do over 90 performances of our Panto between November and January. In 2020 we staged *The Snow Queen*, which was our first live and livestreamed show. It received 5 star reviews and did really well, even though it was just 12 performances.

By ‘us’ we don’t just mean the permanent staff that are employed by us. We rely on volunteers, casual and freelance staff to keep the wheels turning. Of course, they haven’t turned much in the last year, but we’ll be getting the show back on the road in 2021 and we’ll need people in all those roles once we’re fully open. We’ll also need great writers, actors, directors, designers and technicians, which is why we run talent development programmes like [Testing Ground](https://www.wolseytheatre.co.uk/testing-ground-4/). We take the lead in our industry sometimes, to make change, as we did in setting up [Ramps On The Moon](https://www.rampsonthemoon.co.uk/)

The New Wolsey Theatre plays an active role in the business scene of Ipswich and is central to the creative life of Suffolk. We regularly talk to other cultural organisations and community groups, such as, UnScene Suffolk, Suffolk Refugee Support, Trinity YMCA, Roma Support, Suffolk Artlink, Volunteering Matters, Suffolk Guide Association to name but a few. We’re supported by the local council and the county council, as well as Arts Council England because of the range of work we do. You may also be interested to know that we’re a registered Charity.

If you’d like to know more about the New Wolsey Theatre, we recommend that you use our website (which you’ll notice needs updating– we’re working on that right now) and that you do your own research. Be curious about us and see what you can find out; it will probably help you with your application. The New Wolsey Theatre is going through a period of great change, some of which is because of Covid-19 and some of which was going to happen anyway. We won’t be doing everything the way we’ve done it before. We’re innovating and adapting like never before, so we’re open to doing things differently. Come and be part of that.



**JOB DESCRIPTION**

**Job Title:**  Café & Bar Supervisor

**Responsible to:** Hospitality Services Manager

**Responsible For:** N/A

**Job Purpose:** To support the Hospitality Services Manager in all aspects of the theatres hospitality offer, with focus on the day to day running of the café / bar.

**Key Responsibilities:**

**Operational**

* Support the smooth daily operation of the Café & Bar
* Preparation and service of food and drinks in all NWT outlets and hospitality offer, including press nights and special events
* Support the Hospitality Services Manager to ensure food and drink offering is produced to the highest standard
* Contribute to delivering an efficient service, maintaining exceptional customer service at all times
* Supervision and support to casual staff
* Deputise for the Hospitality Services Manager when necessary
* Ensure complaints are dealt with appropriately in line with NWT standards
* Prepare staff rota to ensure effectiveness whilst managing staff costs
* Supervise cashing up as required by Hospitality Services Manager and investigate any discrepancies in accordance with NWT policies
* Engage with customers to gain feedback and use in a positive way to make any necessary improvements.
* Carry out and /or oversee stock takes to include fresh, dry goods and cellar as required by Hospitality Services Manager
* Manage and enforce food hygiene and health and safety standards, maintaining good practice

**Financials**

* Contribute to up-selling and maximise sales of food and drink – leading by example
* Support the Hospitality Services Manager to control costs and manage waste
* Support the Hospitality Services Manager to ensure food specifications are followed

**Equality and Diversity**

* To work closely with colleagues across the organisation to ensure the New Wolsey is an accessible place to visit and work
* To contribute to the New Wolsey Theatre’s ambitions and programmes of equality, diversity and inclusion, its Agent for Change programme and The Ramps on the Moon project

**Other**

* Ensuring a successful experience for our audiences will mean that from time to time other reasonable duties may be issued as required which will be discussed with your Line Manager

*February 2021*

*This job description is a guide to the nature of the work required of this position. It is neither wholly comprehensive nor restrictive*



**JOB SPECIFICATION**

**Contract**

12 months Fixed Term Contract (with the possibility of permanent extension).

**Salary**

£19,705 per annum

An additional x 0.5 of your hourly rate will be paid if you are required to work on a Sunday or Bank Holiday.

**Hours**

40 hours per week. Please note that additional hours are frequently required depending on the performance schedule, staff sickness and annual leave. Any overtime is to be taken as time off in lieu at a later date by arrangement with your line manager.

**Shifts**

A rota will be issued which is created around the performance schedule and other activities taking place in New Wolsey Theatre spaces (i.e. NW2)

Working hours can be between the hours of 08.00 and 00.00 and will include some evenings and weekends.

We always aim for staff to take two full days off a week.

**Annual Leave Entitlement**

The standard Annual Leave Entitlement is the statutory minimum of 5.6 weeks per year, which equates to 28 days per year for full time staff working a 5 day week. You will be expected to take statutory bank holidays as part of your annual entitlement unless you are required to work on a particular bank holiday or have agreement from your Line Manager to do so. Annual leave requests have to be submitted to your line manager for authorisation. It is suggested that the majority of annual leave is taken during the summer months when the theatre has no performances scheduled. There will be certain times of the year when annual leave cannot be taken because of the work of the organisation.



**PERSON SPECIFICATION**

**Qualifications, Experience and Competencies**

**Essential**

* Experience of supervising or managing daily operations in a food/ drink outlet or catering environment
* Experience in a customer facing role, with exceptional customer service skills
* Leadership and motivation skills including experience of staff supervision and training
* A strong working knowledge of food and drink trends and a genuine passion for cooking
* Experience and skill in food preparation, food safety, presentation and service
* Proficiency with point of sale software
* High level of numeracy and computer literacy
* Experience of introducing new products/ services in a hospitality setting
* Commitment to, and an understanding of, the principles underpinning equality, diversity and inclusion.

**Desirable**

* Food Hygiene certificate
* Experience of managing a venue space for hire
* Experience of working within the cultural sector
* Experience of managing a budget with clear understanding of profit margins and costs
* Interest in working in a theatre environment
* Hospitality/ catering qualifications

**Key Behaviours**

* **Demonstrates supervisory skills** – effective in supervising casual staff to provide an efficient and excellent service
* **Great collaboration and teamwork –** able to work successfully with the Café/ Bar team and with others
* **Positive attitude –** leads by example with a positive attitude towards problem solving, finding creative solutions, and working under pressure
* **Willingness to learn –** actively seeks out opportunities to learn and develop, and be skilful at applying new learning in the workplace and sharing with colleagues.
* **Genuine Passion and enthusiasm for hospitality –** takes pride in their work and pleasure in providing excellent service

**Key Qualities**

**Essential**

* Able to work well within a fast-pace environment, with the ability to effectively, respond to instructions, contribute ideas and support other team members.
* Organised, motivated and disciplined.
* Able to respond receptively to new ideas and initiatives, responding to creative problems with creative solutions
* Able to work under pressure and manage competing deadlines.
* Excellent interpersonal skills with the ability to communicate effectively with individuals at all levels.