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Job Information Pack Hospitality Apprentice

Our values

The post holder will be expected to operate in line with our organisational values which are;

- **Value the Individual** – Respect others, ourselves and the people we work with in all that we do
- **Giving of our best** – Showing commitment in our work and to enable young people
- **Caring Deeply** – Have a passion for the work we carry out
- **Providing Creative Solutions** – Show innovation in the approaches we take in supporting young people
- **Communicate authentically and truthfully** – Show openness in our dealings and approaches to people

Title: Hospitality Apprentice

Reports to: General Manager

Background

Apprentice position to assist the management team with delivery of quality and professional service to our guests. As a Hospitality Apprentice, you will help with all elements of our day to day delivery of outstanding customer experiences.

Purpose

This apprenticeship will give you grounding in all aspects of running a small hotel. This will include all the departments such as: conference, bar, housekeeping and reception. You will be expected to perform different tasks as necessitated by your changing role within the organisation and the overall business objectives of the organisation.

Responsible for:

To ensure that standards are achieved and internal operations are performed in an effective and efficient manner in all departments of the hotel.

To ensure the well-being, satisfaction and comfort of all guests by delivering excellent customer service at all times, face to face or on the telephone/email.

To uphold company values of the YMCA and The Great Western Hotel.

Contribute to guest comfort and ensure daily cleaning and tidying of all hotel bedrooms and public areas.

Other Key Relationships:

Leading by example to provide a high standard of motivation and support for our team of apprentice staff. Building relationships with clients and stakeholders to drive the reputation of the business.

Main Responsibilities

- To ensure smooth running of the breakfast, food, conference, and bar, as well as the day to day operation, supporting the managers and the team on shift whilst ensuring excellent customer service.
- Providing a high standard of motivation and be a role model for our team of apprentices.
- To ensure that standards are achieved and internal operations are performed in an effective and efficient manner; be able to greet and register guests, providing outstanding guest service during their stay.
- To make and modify reservations.
- Act as hotel operator and carry out concierge duties.
- Have a positive and upbeat personality with a desire to deliver outstanding customer service to our guests.
- Be able to multi-task, and be detail oriented.
- Training in all areas of hotel operations, from housekeeping to reception duties, will be provided.

Health and Safety

- In carrying out this role you have a duty (under Health and Safety legislation) to take reasonable care for the health and safety of yourself and that of others. This implies taking positive steps to understand the hazards in the workplace, to comply with safety rules and procedures and to ensure that nothing you do, or fail to do, puts yourself or others at risk. This includes managing a safe and secure environment for people who use our services.
- This duty includes checking that any person entering YMCA Dulverton Group property has a right to do so and their visit is recorded in accordance with YMCA Dulverton Group procedures.

General

- To maintain and develop up-to-date professional knowledge and skills through training, reading and other such activities and to incorporate the same into practice.
- Work across the organisation to build a learning culture and positive working environment.
- To maintain and demonstrate a commitment to YMCA Dulverton Group's Vision, Values and strategic aims and objectives and ensure all activities reflect the values of YMCA Dulverton Group.
- Managing health and safety issues in your area of responsibility in line with the relevant section(s) of the Health and Safety Policy.

- Complying with YMCA Dulverton Group's GDPR, confidentiality and information security policies at all times.
- To undertake such other duties and responsibilities reasonably consistent with the role of Hospitality Apprentice.

YMCA Dulverton Group is committed to the protection and safeguarding of children and adults at risk and promoting their welfare. The YMCA Dulverton Group, therefore, expects all staff and volunteers to share this commitment.

This post is subject to a basic level DBS Disclosure in respect of the Adults/Children's Workforce.

Person Specification

Qualifications and Experience

- Understanding that everyone is different and making sure people who use our facilities are respected and given the best experience.
- A dynamic individual who can drive a social enterprise forward.
- An understanding of personal hygiene and its effect on food preparation.
- Imaginative and creative in driving customers to the business.
- A team player but also able to work on own initiative.
- Willingness to accept leadership and mentoring from management.
- Good attendance and punctuality record.
- Commitment to providing a high standard of customer care.
- Ideally some hospitality or customer facing back ground, or willingness to undergo training.
- Willingness to undergo training in EPOS, PMS (Property Management Systems) OTAs (Online Travel Agencies).
- A flexible attitude and willingness to adapt to new pressures as well being available to cover at short notice.

Knowledge, Skills, Abilities

- Self-motivated and flexible.
- Good communication skills both written and verbal.
- Some IT and social media skills.
- Good organisational skills.

Specific skills

- GCSE Math /English
- Functional Skills
- Good standard of written and verbal English

Personal Qualities

- Commitment to YMCA Dulverton Group's Values.
- Self-motivated with ability to manage own workload and work with minimal supervision.
- Team player, with ability to build relationships with a wide variety of stakeholders.
- Ability to prioritise and manage conflicting demands.

- Demonstrate resilience, motivation, and commitment, to driving up standards of work.
- Demonstrates a proactive approach taking responsibility for areas of work and finding solutions.
- Is adaptable to change/embraces and welcomes change.

Other requirements

- YMCA Dulverton Group is committed to the protection and safeguarding of children and adults at risk and promoting their welfare. The YMCA Dulverton Group, therefore, expects all staff and volunteers to share this commitment.
- This post is subject to a basic level DBS Disclosure in respect of the Adults/Children's Workforce.
- This candidate must be committed to equality and diversity in the workplace.

Main terms of employment

Salary:	£14,762.95 per annum, rising to minimum wage for age after completion of 1 year of apprenticeship.
Location:	The Great Western Hotel, Station Approach, Taunton, TA1 1QW.
Hours:	37.5 Hours per week.
Flexible working:	We provide flexible working arrangements to support team productivity and stability. This may include changed working patterns.
Holidays:	5.6 weeks per year.
Pension:	On completion of a six-month probation period, YMCA Dulverton Group will make a contribution of 3% of salary.
Benefits:	Health and wellbeing of our staff is important to us. We offer a range of benefits including a Health Cash Plan, Employee Assistance, discounted child care, free night's stay in one of our hotels per year.