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Management Business Ownership Couple JOB DESCRIPTION

We would like to make our search very clear and that is we are not just looking for a management position but a long-term commitment where we want to reward the successful management of the business with ownership.

The current owner has been running the business for over 13 years and is looking at taking a step back but will be supporting the new team until they are confident to operate on their own.

We are looking for the suitable couple who will display a long-term commitment through good times and through bad.

Key to this position is previous experience preferably working alongside each other in a similar business for a period of 18-24 months or more.

This business has been successful on the back of a long-term stable relationship between the two owners for 13 years which is why the suitable applicants will need to demonstrate the same.

The Old Bath Arms Frome facilities include:

- Findlays Bar
- Bar 4
- Patio Bar
- Restaurant
- Accommodation
- Staff Accommodation

We are looking for a couple to cover two main employment criteria.

1. One to focus on the challenging food concept offers.
 - a. Kitchen and production
 - b. Back of house
 - c. Maintenance
2. One to focus on Front of House
 - a. Staffing and training
 - b. Guest experience
 - c. Administration and finance

Both above encompasses compliance with administration and the successful running of the business.

IN RETURN WE OFFER:

The offer designed to attract long term applicants and the profit share and equity is subject to the successful applicant full time employment which is offered in three stages.

1. Remuneration

- Competitive salary
- Pension contributions
- Comfortable live in accommodation (compulsory)
- Discounts on food and drink

2. Profit Share

After an initial settle in period of six-months for the following period of six months once budgets and targets are set out and on the back of audited results an initial percentage of 10% of net profit before taxation is offered. Within this six-month period the couple will demonstrate the following to qualify:

- Manage the business within budget.
- The business and its staffing will be managed in an operationally accepted manner.
- All statutory compliances will be adhered to.

3. Ownership

Following the profit share period another six months will be observed with the same criteria if the criteria is met within the further six months the couple will be offered 10% share equity.

- The share equity will be calculated at the then current market rate.
- This equity can be purchased from the profit share at 15% less its value.
- After a period of 24 months of successful results the equity stake can be increased to 25%

The profit share and equity ownership are dependent on the two applicants managing the business hands on themselves and not by proxy.

Key to your employment

OVERALL MANAGEMENT

- Operations
- Guest experience
- Kitchen
- Financial Planning
- Set up a Staff management and development plan.
- Budget and forecast creation, management, and control in conjunction with owners.
- Human resource staff development
- Computer literate
- Health and safety competent Security – security, emergency response and fire control
- Environmental health

SUSTAINABILITY

- Risk Assessment – ensure the establishment is risk assessment compliant.
- Responsible for ensuring sustainability targets are met and improved upon year on year.
- Marketing – management of social media platforms, including Facebook, Instagram, etc.
- Build upon the existing guest experience to create new ideas.
- Ensure the product remains fresh and modern, whilst staying true to the area
- Building relationships with new and repeat guests.

KNOWLEDGE REQUIRED

- At least 3 – 5 years Management Experience
- Hospitality and Service Training Experience
- Working with cross cultural staff

SKILLS REQUIRED:

- Energetic, proactive person
- well-developed concept of the importance of providing a world-class guest experience and the ability to provide that experience.
- Driven, energetic, compassionate, and ambitious, with strong leadership and mentoring skills.
- Unrelenting attention to detail and high standards
- Structured manager with experience of leading diverse teams
- Practical with some experience-understanding of maintenance
- Open minded and able to think outside of the box.
- The ability to motivate and inspire yourself and others.
- Excellent interpersonal skills and communication
- Competent financial and IT skills