

Regional FampB Manager - The Student Hotel Headquarters (0 EUR)



Locatie

Noord-Holland, Amsterdam

<https://www.advertentieX.nl/x-875957-z>













The Student Hotel is a brand new accommodation concept: part classic student resident and part funky design hotel for students-at-heart. We believe in providing a fun, creative and inspiring environment where residents of all ages can live, work, play and grow. To achieve this, we rely on an awesomely fun, smart and motivated team to embrace the student spirit and bring it to life.

Our company is growing FAST with new locations popping up all over the continent (Florence! Berlin! Barcelona!). The current portfolio includes nine locations with over 3700 rooms in Amsterdam, Rotterdam, The Hague, Paris, Barcelona, Groningen and Eindhoven. Projects in Maastricht, Florence, Bologna and Berlin are under construction. But we're also expanding our existing spots by adding super cool elements like modern, flexible co-working spaces and meeting facilities. The focus is on creating a network that spans cultural and educational backgrounds so different people can connect, learn and collaborate. Every member of The Student Hotel works with real passion and positive vibes.

Job Description

Why TSH rules

We live in a world where almost everything is always changing. The way we travel, study, live and work. People from all walks of life share the same passion: they love to connect! We believe in providing a fun, creative and inspiring environment where residents of all ages can live, work, play and grow. To achieve this we rely on an awesomely fun, smart and motivated team to embrace the student spirit and bring it to life. We believe in world peace and we aim to play our part in creating it!

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community. In order to do this, you're commercially driven and able to implement new ideas. You're also down to earth, able to manage a P&L and ensuring processes and efficiency are part of the daily routine. You're driven to support and challenge the brand propositions through sharing best practice revenue generation, profit conversion, guest satisfaction and team member retention.

You'll report directly to the Group F&B Director and will manage our Restaurant Managers.

Time Distribution

60% operation | 40% administration

What will you be doing to make that happen?

Operations

Support and challenge Restaurant Managers to meet the group F&B budgets and forecasts;
Ensure effective communication of the group F&B strategy to all locations across the Netherlands;
Work with group Food & Beverage Director to co-ordinate efforts aligned to the strategic objectives;
Ensuring that communication between departments is ongoing and utilised to maintain an environment of continuous improvement.

Marketing

Work with local teams to identify and increase sales opportunities and profit through improved food marketing, point of sale guidelines and social media.

Financial

Identify and act upon opportunities to achieve maximum revenue in collaboration with the central reservations team;

Oversee significant purchasing orders in accordance with the budget outline and as required by company policy;

Ensure Restaurant Managers understand the budgeting process;

Deliver positive results on P&Ls of all F&B locations in the Netherlands;

Address and evaluate underperforming areas in monthly P&L statements;

Weekly sales and monthly profit monitoring to identify and manage areas of opportunity and risk.

Development

Develop Operations Manual for The Commons â€” work with the responsible departments to ensure that we have sustainable training and operational processes in place;

Launch and execute new concepts in The Netherlands based on directive from the Group Board.
Employee Management

Responsible for active talent search, interviewing, hiring, training and counseling/coaching The Commons Restaurant Managers and Assistant Restaurant Managers, Bar Managers and Assistant Bar Manager and Banqueting Managers and Assistant Banqueting Managers;
Manage and coach teams to create a real The Commons community;
Remain a constant point of contact for Restaurant Managers as a solid base of support for their teams;
Drive profitability and quality throughout the assigned region while creating a culture of empowerment and team spirit as defined in the TSH blueprint;
Act as a role model to all F&B teams across The Netherlands adhering to the rules and regulations as set out in the HR Manual and The Commons Sense;
Drive and monitor timely execution of the performance management system for all F&B team members;
Provide annual performance reviews for all Restaurant Managers in the assigned region;
Drive Talent Management by coordinating and working with local leadership to create a pipeline of future managers;
Work with Restaurant Managers to identify and provide ongoing training and development for the Commons teams to enhance the guest experience;
Identify team members to become F&B departmental trainers and task force team members;
Act as key communicator to Restaurant Managers in terms of new company and regional brand policies and/or promotions through regular team meetings;
Responsible for the wellbeing and motivation of F&B team members through a positive and supportive management approach;
Evolve the F&B leadership teams to follow the scale and pace of our growth;
Work with the group HR team on identifying local pockets of excellence that can support the F&B teams across the region.
Quality & Improvement

Conduct site visits to ensure brand standards and corporate compliance, while maintaining written documentation with attention to follow up;
Responsible for the full implementation and consistency of The Commons standards and company expectations, brand standards and industry ratings for the region;
Ensure security and emergency procedures are in place as required by company policy and/or federal and state regulations;
Be aware of and ensure adherence to health and safety rules & regulations, ensuring timely completion of meetings, training and pertinent documentation in accordance with company policy and brand standards, as well as federal and state regulations;
Ensure HR practices are observed in accordance with company policies and legislation while seeking

advice from and keeping The Commons Group F&B Director and The Commons HR informed about any potential legal issues or concerns;
Work with group leadership and local teams to proactively manage sites with low guest satisfaction scores or poor track records and develop local action plans. As a real captain you're responsible for the daily operations of all our existing and new F&B operations in the Netherlands. You oversee the implementation of operational procedures for new locations including conversions. You manage and lead the teams towards quality and great financial results.
You're an enthusiastic leader who helps and direct your teams to build, maintain and develop a vibrant community. In order to do this, you're commercially driven and able to implement new ideas. You're also down to earth, able to manage a P&L and ensuring processes and efficiency are part of the daily routine. You're driven to support and challenge the brand propositions through sharing best practice revenue generation, profit conversion, guest satisfaction and team member retention. You'll report directly to the Group F&B Director and will manage our Restaurant Managers.

Job Requirements

Who are you?

Background:

Minimum of 3 years relevant work experience in a similar role in an international organization;
Managing a turn-over of > 9m.
Strong affinity with food and beverages;
Proven track record on labour controls and planning
Experience on running 7+ locations
Talents you have:

Quality-orientation

Pro-active in anticipating business needs;
Able to react quickly and accurately to guest and team member issues;
Able to receive and give feedback in a proper manner;
Accurate and detail-oriented;
Able to anticipate trends in the market;
Able to think and react creatively.

Leadership

Natural and genuine leader;
Excellent communication skills;
Able to stimulate a high-performance culture that allows team members to learn and grow;
Motivator – has a positive outlook on life;
Delegator – able to identify talents and use them to the full potential;
Able to maintain a helicopter view while working on multiple projects simultaneously;
Responsible and stress resistant;
Results-oriented and competitive;
Respectful towards guests and team members;
Role model to team members and true ambassador of The Commons at all times.
Planning and organising

Ability to anticipate business needs and plan projects accordingly.
What do we offer you?

A part time job in a brilliant, dynamic, international environment
The opportunity to work at a dynamic, young, international organisation. We are a real game changer in the hospitality industry!
TSH cares and gives you access to facilities including a great canteen, gym opportunities and regular cool events.
Ready, set, grow! You will get the chance to learn and grow in your role (with the potential for growth within and across the company) and collaborate with other talented people who challenge you everyday.
Be part of The Student Hotel!

Excited? We'd be thrilled if you would apply! You can do this by clicking the apply button beneath, answering a couple of questions and sending your CV.