



Jersey Hospice Care

JOB DESCRIPTION

Job Title:	Senior Shop Manager
Reports to:	Head of Retail
Department:	Retail
Hours:	37.5 hours
Working Pattern:	Monday to Saturday, working 5 days in 6, on a Rota basis between the core hours of 8am to 5pm, with flexibility to work Monday to Sunday working 5 days in 7, if required to cover an alternative Retail Shop
Contract Type:	Permanent – Full Time

General

Jersey Hospice Care is an independent charity which provides palliative care services within the community and the hospital, as well as through the King Centre and In Patient Unit facilities. All services benefit from a well-resourced multi-professional team with skills and expertise in palliative and end of life care. These services are provided at no cost to the patient or their family.

Job Summary

Responsible for the day-to-day running of Jersey Hospice Care's Beau Pre charity shop, to maintain a high level of customer service and maximise revenue.

To work collaboratively with the Head of Retail and other members of the Retail Management Team and provide cover and support in other retail locations as required. To build good team spirit by effectively communicating with the Head of Retail, employees, and volunteers. Lead, manage, develop, and train employees and volunteers, ensuring their understanding of their roles and responsibilities and the importance of delivering excellent customer service.

Job Context

The post holder will be based at the Beau Pre shop site in St Ouen and required to work within core retail hours (8am – 5pm) which includes alternate Saturdays to suit the needs of the business. The post holder may be required to cover sickness, annual or other leave for the other Shop Managers and work Mondays to Sundays working 5 days in 7 days, where the shift pattern varies. The post holder would be entitled to the equivalent time off during the week which would be allocated by the via the eRoster system.

Nature and Scope of Role

In order to meet the objectives, the post holder will have responsibilities in the three domains of work:

1. **Management of the Shop**
2. **Leading the management and development of Employees and Volunteers**
3. **Management of Finances**

In addition, the post holder is required to operate in adherence to Jersey Hospice Care Culture Pathway, Vision, Mission, Values and Behaviours.

1. Management of the Shop

- Provide a courteous and helpful service to the public, dealing with issues, complaints, and queries.
- Responsible for ensuring donations are sorted and priced on a daily basis in accordance with the sorting and pricing policy.
- Oversee the merchandising, stock control, rotation, and presentation of goods to optimize sales from purchase lines to ensure agreed margins are achieved.
- Responsible for purchasing shop essentials.
- Overall responsibility for ensuring that the shop is safe, clean, and tidy at all times and housekeeping is undertaken to company standards.
- Check that the exterior of the shop is maintained to a good standard and report any issues or concerns immediately to the Properties and Facilities Manager.
- Responsible for regularly checking that shop equipment is kept in good working order, reporting any issues or concerns as appropriate in a timely manner.
- Inform the Properties and Facilities Manager of any necessary repairs and maintenance required. Agree action plans and costs and organise for work to take place using authorised contractors.
- Work collaboratively with the Income Generation Team and Head of Retail in the planning and implementation of effective sales promotions and to raise the profile of the shops, including the creation of quality displays where appropriate.
- Ensure all shop administration is completed to agreed deadlines and in line with policies and procedures, including the use and management of tills, receipts, and records.
- Oversee and support the Deputy Shop Manager as required, in enforcing Health and Safety Policy and Procedures.
- Maintain an awareness of developments in local Jersey shops, especially in the charity sector, updating the Head of Retail as required.

2. Leading the management and development of Employees and Volunteers

- Oversee and supervise the work of the Retail Team, including organising employee and volunteer rotas.
- Facilitate the setting of objectives and annual appraisals for all direct reports, in adherence with Jersey Hospice Care approach and within due timelines.
- Motivate the Retail Team, employees and volunteers, to ensure their understanding of the importance of achieving personal objectives and the retail goals and objectives along with Jersey Hospice Care's ethos, mission, values and behaviours.
- Oversee the management of the Van Drivers, by the Deputy Shop Manager to ensure all deliveries and collections are conducted in an efficient and timely manner.
- Ensure that work rotas are communicated timely, effectively and adhered to, and that employees and volunteers' details are kept up to date.

- Create and manage standards relating to customer service. Provide feedback to employees and volunteers when standards are not met, identifying, and addressing training needs as they arise.
- Overall responsibility for recruitment, onboarding, and induction training of new volunteers, to develop and motivate sufficient numbers of employees and volunteers to ensure the shops can effectively open during the agreed hours and operate to required standards.
- Effectively communicate (via regular Team meetings, 1:1's, written and oral information) with employees and volunteers to foster a positive team spirit and ensure they fully understand the retail goals and objectives, and the vision, mission, values, and behaviours, of Jersey Hospice Care.
- Responsible for ensuring the welfare of employees, volunteers, and customers by implementing trading standards and health and safety legislation/policies. Arranging training in health and safety procedures and maintaining a safe environment free from hazards and keeping appropriate reports and records.
- Work in partnership with other Hospice shops, employees, and volunteers and with colleagues across all Teams within Jersey Hospice Care.

3. Management of Finance

- To ensure adherence to Jersey Hospice Care's policies for the control, reconciliation and banking of shop takings and weekly returns.
- To identify opportunities to increase and maximise sales and share with the Head of Retail and or implement as required
- Responsible for the authorisation and administration of Petty Cash
- Work within agreed budgets e.g., sales and cost so the gross margin can be achieved.
- Undertake any other reasonable duties as requested by the Head of Retail or other senior colleagues.

GENERAL DUTIES

In addition to the key job responsibilities detailed in this job description all employees at Jersey Hospice Care are expected to comply with the general duties detailed below:

Infection Prevention and Control - Maintain a clean, safe environment, ensuring adherence to Jersey Hospice Care's standards of cleanliness, hygiene and infection prevention and control.

Safeguarding - Jersey Hospice Care is committed to safeguarding and promoting the welfare of adults, children, and young persons. All employees are therefore expected to behave in such a way that supports this commitment.

Foundation Level Safeguarding Training will be provided to all non-clinical employees and all clinical employees will be required to attend Safeguarding training in line with the Intercollegiate Document recommendations (RCN, 2018).

Information Governance - Jersey Hospice Care has undertaken to ensure that it meets its obligations to comply with the Data Protection (Jersey) Law 2018 and other guidance and standards of confidentiality and information security.

All employees have an individual responsibility for creating accurate records of their work and for making entries into and managing all records effectively in line with policies and procedures and to ensure Jersey Hospice Care meets its legal, regulatory and accountability requirements.

Governance - Actively participate in governance activities to ensure that the highest standards of care and business conduct are achieved.

Health & Safety - Ensure a safe working environment and be aware of responsibilities under the Health and Safety at Work (Jersey) Law 1989, taking appropriate action in the event of an accident to patients, employees, self, or any other person in the work area.

To co-operate fully in discharging the policies and procedures with regard to health and safety matters.

Whilst the aim of Jersey Hospice Care is to promote a co-operative and constructive view of health and safety concerns in the organisation, all employees must be aware that a wilful or irresponsible disregard for safety matters may give rise to disciplinary proceedings.

Volunteers – All employees have an individual responsibility to recruit, train and support volunteers as appropriate, to achieve Jersey Hospice Care objectives, making best use of volunteers and to minimise costs.

OTHER INFORMATION

Data Protection - Applications made in respect of this position will remain confidential, those that are unsuccessful will be kept for a period of 12 months from date of receipt at which point they will be destroyed. The application of the successful candidate will be kept on their personnel file for three years post termination of employment. For further explanation visit Jersey Hospice Care website.

Equal opportunities statement - Jersey Hospice Care is committed to eliminating discrimination and encouraging diversity amongst our workforce. We demonstrate commitment to equality and fairness for all in our employment and do not discriminate on the grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion, or age. We oppose all forms of unlawful and unfair discrimination.

Jersey Hospice Care operates a strict no smoking policy.

NB: Although this is a comprehensive job description, you may be required to undertake other duties assigned by Jersey Hospice Care in response to organisational or service demands.

PERSON SPECIFICATION		
Senior Shop Manager		
Essential Criteria for selection		Desirable Criteria for selection
Qualifications and Training	<ul style="list-style-type: none">Educated to GCSE level or equivalent.	
Knowledge and Experience	<ul style="list-style-type: none">Significant retail experienceSupervisory or management experience of managing a teamMust be proficient in reconciling, handling, banking monies and be able to operate to the highest standards of probity and integrity.	

	<ul style="list-style-type: none"> • Proven experience in looking for ways to raise standards and improve the business and revenue. 	
Technical abilities	<ul style="list-style-type: none"> • Knowledge of Microsoft packages including Office 365, Teams, Word, Excel, and Outlook. 	
Personal attributes	<ul style="list-style-type: none"> • Good communication skills with the ability to convey information clearly, both orally and in writing. • Must be able to calmly resolve conflicts and deliver feedback to employees and volunteers. • An organised approach to administration and the ability to meet deadlines. • The ability to manage and work effectively with a team of volunteers and to build and maintain positive relationships with colleagues and customer alike. • The ability to manage a demanding workload, with conflicting priorities and to demonstrate a flexible and adaptable approach to work. • Use your own initiative and take responsibility for achieving retail objectives. Smart appearance and physically fit. 	

JERSEY HOSPICE CARE BACKGROUND

Specialist Palliative Care Team – The Specialist Palliative Care Team works collaboratively with all healthcare professionals island wide to ensure patients and their families receive expert advice and support in relation to palliative and end of life care in all community settings whether this is at home, in nursing and residential care homes or in hospital. The team will adopt a multidisciplinary approach to ensure that it provides complex symptom management and holistic care in order to provide patients with the optimum quality of life possible.

King Centre - The King Centre provides wellbeing services based on a rehabilitative approach that support patients affected by life limiting illnesses to enable them to live life as fully as possible, alongside their illness. The King Centre Team offers a comprehensive range of day services, including day hospice, physiotherapy, and complementary therapies. These services are provided by skilled practitioners through individual and group activities and are based upon the personal priorities, goals and needs of each patient.

In Patient Unit – The In-Patient Unit comprises of twelve single en-suite bedrooms and provides specialist 24-hour, individualised care with the aim of maintaining independence and dignity in a caring and supportive environment. Care is delivered by experienced, specialist Registered Nurses and Health Care Assistants, working with other members of the multi-disciplinary team, to ensure a holistic approach to the care of patients and their families.

Children & Young People Services - The Children & Young People Services are designed to support children and families with the challenges that having a life-threatening condition can bring. The CYP

multidisciplinary team ensures each child and young person will have bespoke care, tailored to their individual medical, emotional, cultural, religious, and spiritual needs. However long or short a child's life may be, Jersey Hospice Care's is there to support every member of the family, every step of the way.

Bereavement & Emotional Support Service – The Bereavement & Emotional Support Service offers free, confidential counselling and support to anyone in the community who has suffered a loss, regardless of the nature of the bereavement. Both life limiting illness and grief following a loss can have a huge emotional impact. Our service is made up of a small team of qualified and experienced counsellors and trained volunteer bereavement support workers.

Education, Learning and Development Team - The Education, Learning and Development Team co-ordinate a broad range of academic and competency-based education programmes to support our employees irrespective of which department they work in to ensure competence and confidence in their roles. We also deliver external education across Jersey's health and social care community which focus on the principles and practice of palliative and end of life care. The overall aim is to achieve Island wide excellence in standards from a single point of education delivery.

Retail - There are two Jersey Hospice Care shops; a town shop in St Helier and a country shop in St Ouen, both operated by Jersey Hospice Care Retail Limited a wholly owned subsidiary trading company of Jersey Hospice Care. The shops are important sources of income, as well as providing a vital contact with the Island community.

Income Generation team - Are responsible for generating efficient, effective sustainable income for now and for the future. Notable key fundraising events are Million Pound Lottery, Dragon Boat Festival, 5000 Club and Christmas Tree collections.

Volunteers - Jersey Hospice Care depends on the generous support of a large body of volunteers who assist in a wide range of roles across all areas of the charity. These include helping in the shops, Day Hospice, In Patient Unit, Community Bereavement Service, fundraising and garden.

Support Services - The Support Services' employees are responsible for: People activities and support; administration tasks and projects; accounts management; reception; housekeeping; and our catering services. They provide support to Council, the Executive Team, and Senior Management, and are the first point of call for those ringing or calling at Jersey Hospice Care. They are vital to the smooth running of the charity.