Role Profile

Role title:	Back of House
Salary:	£23,186 per annum (32 hours per week, based on a full-time equivalent salary of £25,360)
Full/Part Time:	Full-Time
Contract term:	Permanent
Accountable to:	Precinct General Manager
Hours:	32 hours per week
Location:	The Precinct team is based at 136 Oxford Road. This role is fully on-site due to the nature of the work.
Eligibility:	Open to applicants with relevant skills and experience who are eligible to work in the UK.
Benefits:	We offer a great range of benefits. You can see them here.

Our Organisation

We are Manchester Students' Union, the biggest SU in the country, supporting over 48,000 students throughout their time at university. We help to make student life the best it can be by supporting students to campaign for change, creating opportunities to meet new people, providing employment opportunities, providing advice and support and being a safe place on campus.

We are a values-centred organisation that employs around 90 permanent, full-time members of staff. We recruit a wide range of roles throughout the year within all our departments from our Commercial team operating Manchester Academy Venues, 13 Media, Bar 532 & Kitchen and Corridor Coffee to our Student Activities, Student Engagement, Marketing and Communications, Finance, HR and Facilities teams. Our team of around 400 part-time, studying staff are instrumental in providing to support to all departments as well as leading major projects like Student Angels. When you join UMSU, you'll be immersed in an environment that empowers staff to make great things happen and we're always on the lookout for innovative, passionate, and proactive people to join us.

Our staff team is led by our senior leadership team who are instrumental in driving our strategy at UMSU. It's made up of our CEO, COO, 4 Directors and 6 Associate Directors. We are governed by our trustees and Exec Officers, you can find out more about that here. All our permanent, full-time roles are graded (Grade A-E) which means that there is a clear path to your development and progression whilst at UMSU.

Our Organisational Values

Our values are really important to us and shape the work that we do every day. As part of our recruitment process, we want you to demonstrate how your experiences, behaviours and skills align with our values.

Our values are

- We put students at the heart of what we do
- We provide a 'great experience' service
- We believe in improvement and progression
- We are a community
- We are open and transparent
- We are inclusive

You can find more detailed explanations of our values on our website.

Role Overview

As a Back of House team member at Precinct, you'll play an important role in delivering high-quality food and creating a great dining experience for students, staff and visitors. Working as part of our kitchen team, you'll help ensure that food is prepared, cooked and presented consistently, while maintaining excellent standards of cleanliness, organisation and food safety.

Precinct is more than just a bar and restaurant. It's a vibrant social space where students can connect, relax and enjoy great food, drinks and events. Our kitchen plays a key role in bringing this experience to life, delivering a varied menu of freshly prepared dishes while supporting the wider venue's events and activities.

You'll work alongside experienced chefs and kitchen colleagues, gaining hands-on experience in food preparation, cooking techniques, kitchen operations and safe food handling. Whether you're looking to develop a career in hospitality or gain valuable skills alongside your studies, this role provides an opportunity to learn, grow and contribute to a supportive team.

This role directly supports our organisational values of putting students at the heart of what we do, delivering a great experience, working collaboratively and embracing improvement and progression.

Key Result Areas

Responsible for
Food preparation and service: Assisting with the preparation, cooking and presentation of menu items, following established recipes, portion sizes and presentation standards to ensure consistent food quality.
Food safety and hygiene: Following all food safety procedures, including safe food storage, temperature monitoring, allergen management and cross-contamination prevention, maintaining compliance with food hygiene regulations.
Supporting efficient food service: Preparing ingredients and maintaining organised workstations to support timely food preparation and service, particularly during busy periods.
Training and compliance: Completing 100% of mandatory training within required deadlines and consistently following kitchen health and safety procedures, including the safe use of equipment and cleaning chemicals.
Maintaining kitchen cleanliness: Ensuring all kitchen areas, equipment and food preparation surfaces are kept clean, organised and hygienic, completing 100% of allocated cleaning, opening and closing duties.
Contributor to
Delivering a great customer experience: Supporting the kitchen team in producing high-quality, well-presented food that meets customer expectations and encourages repeat visits.

Supporting events and catering: Assisting with food preparation and service for student events, private functions, promotional activities and other Students' Union initiatives.
Maintaining efficient kitchen operations: Working collaboratively with chefs, kitchen colleagues and Front of House staff to ensure effective communication and smooth service.
Reducing food waste and controlling costs: Following portion control guidelines, using ingredients efficiently and identifying opportunities to reduce waste and improve sustainability.
Career Development
Food preparation and cooking skills: Developing practical knowledge of food preparation, cooking techniques, knife skills and food presentation through hands-on experience.
Teamwork and communication: Developing the ability to communicate effectively, collaborate with colleagues and work confidently in a fast-paced kitchen environment.
Career progression: Accessing ongoing training, coaching and development opportunities, with the potential to progress into more senior kitchen positions as skills and experience develop.
Kitchen operations and organisation: Building experience in stock rotation, food storage, portion control, waste management and maintaining efficient kitchen workstations.

This is not an exhaustive list of responsibilities and you may be asked to carry out other duties appropriate to the role.

Organisational Stewardship & Leadership Responsibilities

- You'll participate in team planning days.
- You'll assist in key Students' Union events & activities throughout the year including Welcome Week, elections and supporting the officers in delivering their plans.
- You'll perform duties in line with the Union policy & procedure framework.
- To contribute to maintaining communal areas and team stores

Person Specification

Criteria	Assessed at:			
	Application Form	Interview	Interview Task	All
Education				
We accept candidates from any educational background.	x			
Skills				
Communication Skills	x	**x**		
Customer Service	**x**	**x**		
Organisation & Time Management		**x**		
Hospitality Experience	**x**			
Personal Attributes				

Positive Attitude		**x**		
Reliability		**x**		
Adaptability		**x**		
Initiative		**x**		
Values & Behaviours				
Align with the SU's values and behaviours both personally and professionally				**x**
Insight driven – always looking for ways to collect data from a range of sources to measure the impact of your work on the student community or to inform your work		**x**		
Collaborative – great at working collaboratively with team members, seeks ways to ensure all voices are heard, works with colleagues to problem solve		**x**		
Active Bystander – continually seeks to dismantle barriers, ensures all working practises are accessible, seeks to ensure all voices are heard and factored in when making decisions		**x**		

Please note that all of the above criteria are desirable unless marked with an asterisk (*), which indicates essential requirements.

Training & Development

We don't expect you to meet every single requirement listed above. When you join us, you'll be part of a supportive team where learning is encouraged and built into everyday work.

- **On-the-job learning:**
  Most training will happen naturally as part of your role, with colleagues and managers supporting you to pick up new skills.
  - *You'll learn hands-on by working alongside experienced bar staff/managers, covering areas like customer service, cellar management, or health and safety.*
- **Independent and formal learning:**
  Think about additional opportunities the role might include.
  - *If you prefer independent learning, we provide resources such as guides, e-learning, and access to professional reading materials via staffsavvy.*
  - *If you learn best through training or workshops, we regularly offer staff development sessions, external training, and networking opportunities.*

- **Role-specific qualifications or development opportunities:**
  Highlight if there are funded or optional courses linked to the role.
    - *There may be opportunities to complete training such as personal licence qualifications, first aid, or food safety certifications.*

Working Arrangements

The Precinct team is based at 136 Oxford Road

Flexibility/Remote Working

- *This role is fully on-site due to the nature of the work. Shifts will typically be scheduled in advance, but there may be occasions where flexibility is needed to support evening or weekend events.*

Hours/ Patterns of Work

The venue is open from 10am daily and shifts will be split in the mornings, afternoon, evening and night shifts that cover our opening times.

Our Recruitment Process

The way that we recruit is designed to be fair, transparent, and inclusive as well as being an enjoyable experience for everyone involved. You should expect to receive great communication and a warm, welcoming experience.

Every member of staff is recruited the same way, by submitting an application form and attending an interview. We use a recruitment platform called StaffSavvy where you'll submit your application and book interviews, if successful.

Our process allows you to show us your authentic self, gives you a platform to display your skills and knowledge in relaxed and welcoming setting. We'll never put you under any necessary pressure on you, ask you trick questions or interrogate you in an interview and we'll support you all the way through our process.

You can find more information about our recruitment process on our website.