

Somerville College

University of Oxford

www.some.ox.ac.uk



Further Particulars for the post of Housekeeping Supervisor

Internal Applicants Only

(Ref 900207)

The post of Housekeeping Supervisor at Somerville is a challenging and exciting opportunity for someone with housekeeping and supervisory experience to be part of a busy and friendly team.

We are looking for a reliable and trustworthy individual who will be able to supervise the work of the Senior Housekeeping General Assistants (Senior Scouts) across the College on a daily basis. He/she will assist the Housekeeping and Accommodation Manager with the running of the department, including deputising in her absence, ensuring adequate staffing levels, managing rotas and keeping the room management software updated. Knowledge of cleaning methods, COSHH regulations, risk assessments, IT literacy and a good standard of general fitness are also key requirements. The post holder will have a positive and flexible attitude towards work, including being part of the weekend rota system, shared with the other senior members of the team.

As part of our commitment to equality and diversity, we would particularly welcome applications from men, who are currently under represented in the Housekeeping Department.

About Somerville College

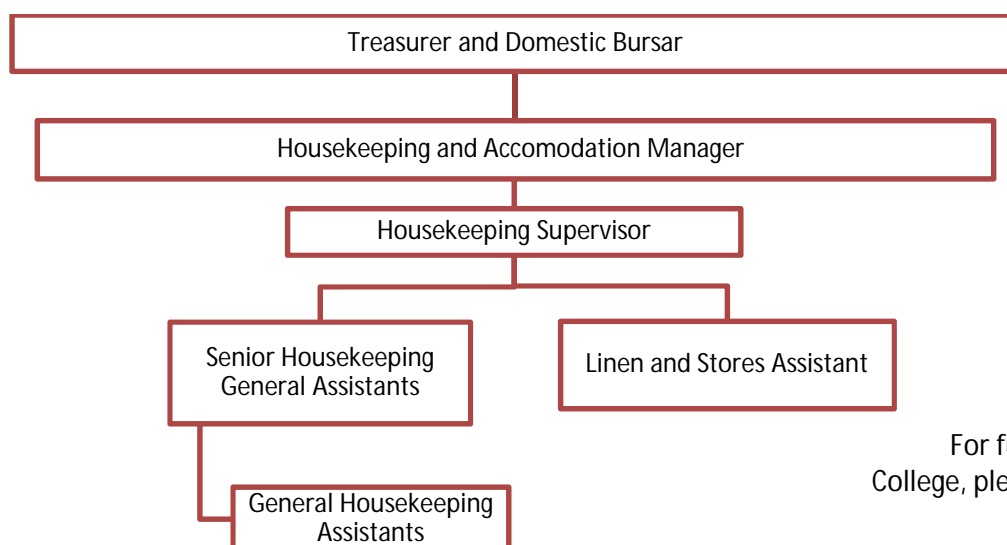
Somerville is a forward-looking and adventurous College with a reputation of openness and inclusiveness. It is among the most international of the Oxford colleges that admit both undergraduate and graduate students, and is a friendly and diverse place which provides access to research, learning and the pursuit of excellence in all that we do. The current community comprises approximately 550 undergraduate and graduate students, many of whom live on site, and around 200 academic and support staff as well as a host of visiting academics, former members, conference and bed and breakfast guests.

About the Housekeeping Department

The Housekeeping team are responsible for delivering a consistently high quality standard of cleaning and general housekeeping throughout the College. The department is managed by the Housekeeping and Accommodation Manager and comprises the Housekeeping Supervisor who supervises up to three Senior Scouts, who oversee the work of the (approx. 25) Housekeeping General Assistants. In addition to ensuring that all student rooms, offices and shared areas are cleaned to required standards, they liaise closely with the Maintenance and Lodge teams to identify areas in need of attention and to coordinate room moves and other projects.

The department is consistently busy with routine daily cleaning as well as preparing for bed and breakfast guests. Peak periods occur during the summer months when the College hosts a number of conferences and during the admissions period in early December when potential students stay in College while being interviewed for places.

Housekeeping Organisation Chart



For further information about the College, please visit www.some.ox.ac.uk

Job Description

Main duties

- Assist the Housekeeping & Accommodation Manager with day-to-day running of the department, including monitoring staffing levels and holiday, allocation of rooms during conferences and admissions and reporting student welfare concerns immediately.
- Supervise the Senior Scouts in the organisation and carrying out of their duties, including staff management and appraisals and monitoring their training and induction of new staff.
- Monitor that all areas of the College, including outside houses, are cleaned to a high standard both in term time and vacation time and assist the Senior Scouts in carrying out general housekeeping duties at busy times.
- Check all student rooms for any damage after their departure and during term time, ensuring that any maintenance and repair work is identified and reported to the Maintenance Department.
- Prepare staff rotas for outside of term time for conference and B&B guests.
- Carry out safety checks of cleaning equipment as requested by the Housekeeping Manager.
- Organise and supervise deep cleaning of the areas when unoccupied including at the end of term, before term starts and after building works or maintenance tasks and organise specialist cleaning as needed.
- Supervise the recording and monitoring of all laundry that is used within the allocated work areas during Admissions and conference time.
- Ensure that stocks of cleaning products are maintained and order new stocks as required.
- Re-allocate cleaning work within the Housekeeping Department to cover absences of other Housekeeping staff and organise agency staff as necessary, in liaison with the Housekeeping and Accommodation Manager.
- Assist the Housekeeping & Accommodation Manager with the management of Health and Safety requirements throughout the department.

Selection Criteria

Essential

- Experience of Supervising a team
- Experience of working in a team providing housekeeping services
- Experience of dealing with conduct and performance issues
- Basic school education - no qualifications necessary
- Basic literacy (in English)
- Basic numeracy
- NVQ level 2 in Supervision of Cleaning and Support Services
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- Able to use equipment at a range of height levels and in different buildings and floor levels
- Aptitude to train and mentor others
- IT Literate, able to use databases, Microsoft Word, Excel and Outlook
- Able to communicate appropriately with people at all levels
- Ability to deal with unforeseen problems in an appropriate way
- Able to prepare staff rotas
- Knowledge of COSHH relating to a cleaning environment
- Knowledge of cleaning methods
- Team player
- Positive attitude to training and continuous development
- Reliable
- Trustworthy
- Able to work well and appropriately with people from a wide range of backgrounds
- Able to adopt a flexible attitude towards work duties and working hours
- Good standard of general fitness (able to climb stairs, lift and carry general housekeeping items)
- Able and willing to work occasional weekends during conference periods/admissions and start of term.

Desirable

- Experience of working with staff agencies and external contractors
- Experience of preparing risk assessments
- Previous work in a College or boarding environment
- A current First Aid qualification

Terms and conditions

Full terms and conditions of employment will be provided in writing to the successful candidate. The information below is for guidance only and does not constitute the contract of employment.

Duration	This is a permanent, full-time post and the appointment will be made subject to (i) satisfactory employment checks as detailed below within under 'Pre-Employment Screening'; and (ii) satisfactory completion of a six month probationary period.
Salary	<p>Band 5 of the Somerville College pay spine (£22,029 to £24,775). This equates to an hourly rate of pay of £12.10 to £13.61.</p> <p>Upon successful completion of the probationary period, individual salaries are increased in May of each year to the next spine point within the respective salary band, until the top of the pay band has been reached. In addition the College pay spine is uplifted for cost of living on a regular basis, normally annually.</p>
Hours of Work	Normal hours of work will be 35 per week, 9am to 5pm Monday to Friday, exclusive of a one hour meal break each day. The post holder will be required to be part of a weekend rota system shared with the other senior members in the department. Some flexibility with working hours will be required on occasions in order to meet the demands of the post.
Holiday Entitlement	The post holder will be entitled to 33 days of paid leave per annum, inclusive of eight public holidays. Agreed College closure days and bank holidays taken will be deducted from the total leave entitlement of 33 days.
Pension	The post holder will be eligible for membership of a contributory Group Personal Pension scheme, from the commencement date of the appointment (subject to age requirements).
Life Assurance	College Employees are covered by free life assurance for the duration of their employment (subject to age requirements).
Meal Entitlement	Meals on duty will be provided free of charge.
Sickness Benefit	A maximum of six weeks' sick pay at full pay, calculated in any rolling twelve month period, subject to satisfactory notification of absence and production of medical certificates.
Employee Assistance Service	A confidential 24/7 telephone advisory and counselling service is available to all College employees and their family members who live in the same household.
Childcare	Somerville runs a small on-site Nursery. College employees may choose to enter a childcare salary sacrifice scheme (under the Income & Corporation Taxes Act 1988), which allows tax and national insurance exemption for this benefit. Alternatively employees may apply for childcare vouchers from 'Kids Unlimited'.
Training	The College will support the post holder to undertake any relevant training to enhance his or her work performance, and financial support for these development activities will be provided where appropriate.
Smoking policy	No smoking is allowed in any part of the College.
Parking	Unless related to a disability, there will be no parking available on College premises for the post holder.

Application Procedure

1. Download the Somerville College application form College website at www.some.ox.ac.uk/jobs
2. **Email your completed application form to the Human Resources Manager at:**
human.resources@some.ox.ac.uk stating vacancy reference 900207.
3. Ensure you complete the personal statement section of the application form demonstrating how your skills and experience meet the person specification. Your application will be judged solely on the basis of how well you demonstrate that that you meet the selection criteria outlined above.
4. A curriculum vitae should also be included, but please note that CVs submitted on their own will be not considered or accepted as complete applications.
5. Please complete and return an equal opportunities recruitment monitoring form which will assist us with monitoring equal opportunities in recruitment. **Please send only one copy of this form** which can be emailed to human.resources@some.ox.ac.uk or sent in hard copy, separately from your application to:

Equal Opportunities Monitoring Assistant
Human Resources Department
Somerville College, Woodstock Road
Oxford. OX2 6HD
6. Equal Opportunities information collected does not form part of the selection process and will not be circulated to the selection panel. Completion of the equal opportunities monitoring form is voluntary. Data collected is used solely to monitor the effectiveness of the College's Equality and Diversity Policy and helps the College to meet its duties under the Single Equality Act 2010.
7. Communication regarding the status and outcome of your application will be made via e-mail.
8. **The closing date for completed applications is 10am on Wednesday, 9th December 2015**
9. **Interviews are likely to be held in the week beginning 14th December 2015.**
10. **Please note that this vacancy is for internal applicants only.**

Equal Opportunities statement

The policy and practice of the University of Oxford and of Somerville College require that all staff are afforded equal opportunities within employment. Entry into employment and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post and the relevant salary structure. In all cases, ability to perform the job will be the primary consideration. Subject to statutory provisions, no applicant or member of staff will be treated less favourably than another because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. Where suitably qualified individuals are available, selection committees will contain at least one member of each sex.

Data Protection

All data supplied by candidates will be used only for the purposes of determining their suitability for the post and will be held in accordance with the principles of the Data Protection Act 1998 and the College's Data Protection Policy.

Pre-employment screening

If you are selected for the post, employment with the College will be conditional upon satisfying the following requirements.

1. Eligibility to work in the UK

The Immigration, Asylum and Nationality Act 2006 makes it a criminal offence for employers to employ someone who is not entitled to work in the UK. **We therefore ask applicants to provide proof of their right to work in the UK before employment can commence.**

Please note that you will need to provide original documents and where any documents are not in English a certified translation will be required. **Do not include these documents with your application.** You will be sent a request for the relevant information at the appropriate point in the selection process.

2. References

You are asked to give us details of two people who have agreed to give a reference for you. If you have previously been employed your referees should be people who have direct experience of your work through working closely with you for a considerable period. If you have been employed, at least one of your referees should be your formal line manager from your most recent job. It is helpful if you can tell us how each referee knows you and your referees should not be related to you. Your referees will be asked to comment on your suitability for the post, to provide details of the dates of your employment, and of any disciplinary processes which are still 'live'.

We will assume that we may approach your referees at any stage unless you tell us otherwise, so please state clearly if you wish to be contacted before a referee is approached.

3. Medical fitness

Please note that any offer of employment will be conditional upon receipt of a completed pre-employment medical health assessment questionnaire and confirmation from the University of Oxford Occupational Health Service that the candidate is medically fit for the post (allowing for any reasonable adjustments that may be required, in line with the provisions of the Equality Act 2010).

The purpose of the pre-employment medical health questionnaire is to:

- (i) assess the candidate's medical capability to do the job for which they have applied:
- (ii) determine whether any reasonable adjustments or auxiliary aids may be required to accommodate any disability or impairment which they may have
- (iii) ensure that none of the requirements of the job for which they have applied would adversely affect any pre-existing health conditions the candidate may have.

The appointment will not commence until medical fitness for work, and any reasonable adjustments that may be required, is confirmed by the University Occupational Health Service.