**JOB DESCRIPTION**

**JOB DETAILS**

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| **Post Title**: | Visitor Engagement Host | **Job Ref:** | ORNC - |
| **Area:** | Marketing and Commercial Enterprises | **Location:** | Greenwich, London, SE10 |
| **Salary:** | £10.60 per hour | **Status:** | Seasonal (2/3 days per week) |
| **Hours:** | Shifts will be variable and subject to  operational requirements. Shifts will  occur between 8am and 8pm,  Monday to Sunday, including bank  holidays. | **Annual Leave:** | 25 days, pro-rata, exclusive of Bank Holidays |
| **Reports to:** | Visitor Experience Manager | | |
| **Staff Management:** | None | | |
| **Relationships:** | * Visitor Experience and Retail Team Leaders * Visitor Experience Assistants * Volunteer Manager * Visitor Experience Volunteers | | |
| **DBS Check Required:** | Yes | | |
| **Role Purpose**: | **Main Purpose:**  The Visitor Experience and Retail Team is often the first contact people have with the Old Royal Naval College, and as such, the role is essential for ensuring a warm, engaging welcome, facilitating people to get the best possible experience in their visit, and ensuring we deliver our ambitious income targets. Delivering exceptional experiences as an extraordinary cultural destination is at the heart of everything, we do at the Old Royal Naval College.  Greet visitors at the outdoor entrance points to our site and signpost them to our shops and key locations.  The post holder will be required to support admissions, retail, and visitor experience services to the highest possible standard by promoting our site. As this role crosses many facets of the Old Royal Naval College, including retail, admissions, and visitor experience, it is highly varied and requires a high-level of initiative, self-motivation, interpersonal skills and professionalism.  The Old Royal Naval College is one of London’s most popular visitor attractions, at the heart of the Maritime Greenwich World Heritage Site, welcoming 1.2m visitors annually. This is a truly exciting time to join the organisation - we are embarking on our most ambitious transformation to become an extraordinary cultural destination. We are doing this by living our values of Bold | Embracing | Imaginative | Resourceful. | | |

**RESPONSIBILITIES**

1. **ROLE SPECIFIC**

1.1 Engaging with Visitors and Colleagues

1.1.1 Proactively welcome all visitors to the Old Royal Naval College. Emphasis is on providing a warm and engaging welcome that provides information and guidance to enhance the visitor experience.

1.1.2 Actively drive the commercial activity of the ORNC by promoting tickets and retail products to customers, endeavouring to create a smooth and simple transaction for all visitors, and to meet revenue targets and KPIs.

1.1.3 Actively encourage donations from visitors.

1.1.4 Support visitors to learn and engage with the site through a variety of methods, including using the interactive interpretation tools.

1.1.5 Consistently provide a high level of customer care, taking time to understand individual needs, and maintaining an adequate level of training and knowledge to meet these needs.

1.1.6 Answer queries regarding bookings, events, offers, and retail products.

1.1.7 Work with colleagues from other areas of the organisation to support the effective promotion and smooth running of events, school programmes, and other public activities.

1.1.8 Support audience research initiatives and actively encourage visitor feedback.

1.1.9 Monitor the appearance of the site and report as appropriate.

2.1. Retail and Ticketing Operations

2.1.1 Be responsible for ensuring that all Visitor Welcome and Sales areas are presented to the highest standard, including the Front Desk, Admissions points, Retail areas, and other public spaces.

2.1.2 Ensure the security of the premises by following set procedures and reporting anything that may compromise the security of assets or people to the Security Team immediately.

2.1.3 Assist in the emergency procedures of the site, including administering first aid, and acting as fire marshals when required.

2.1.4 To follow opening, closing, and cashing up procedures.

2.1.5 Understand and respond to targets and KPIs as required.

2.1.6 Answer box office enquiries and group booking requests.

2.1.7 Be responsible for the accepting of retail deliveries, checking and recording the receipt of items, and recording discrepancies when required.

2.2. Personal Development and Training

* + 1. Remain up to date in knowledge of visitor offer, retail products, events, and other organisational operations by:
  1. Attending morning briefings on days of work
  2. Attending team meetings and actively participating in discussions
  3. Reading team newsletters
  4. Actively participating in individual discussions with the Line Manager and other delegated colleagues
  5. Attending staff and volunteer briefings.
     1. Maintain a good level of knowledge of the content and interpretation in the Visitor Centre, and a good level of knowledge about the history of the Old Royal Naval College, the World Heritage Site, and Greenwich, in order to provide visitors with this information when required.
     2. Actively engage in development discussions with the Line Manager and other delegated colleagues and seek professional development opportunities in line with agreed goals.

2.3. Other duties

* + 1. Support the ambitions of the Old Royal Naval College by achieving targets and KPIs, and by actively engaging with fundraising campaigns.
    2. Take care of your personal health and safety and that of others and report any health and safety concerns. Ensure proactive compliance with ORNC H&S Policies, including risk assessments as required and implementing safe systems of work.
    3. Cover shifts in cases of staff absence or illness.
    4. Any other duties as reasonably requested by the Line Manager.

1. **All employees**

**1. Leadership**

Work with colleagues to strengthen the Foundation’s capability, culture and resources so that we can collectively deliver our vision and mission with confidence.

1.1 Support collective leadership, knowledge sharing and relationship building across the Foundation.

1.2 Act in accordance with the Foundation’s current and future policies, procedures, guidelines and relevant codes of practice, which aim to ensure the highest possible standards of professionalism. For example, Data Protection, Employment Law, Equality, Diversity and Inclusion, Safeguarding, Health and Safety.

1.3 Undertake any other duties as appropriate that are commensurate with the post as may be determined from time to time by the Line Manager, or above. It should be understood that this job description may change as the Foundation develops following discussion and agreement with the post holder. The post holder will have full opportunity to discuss and be active in changes or developments.

**2. Values**

Set an example for all colleagues by embodying and exemplifying our values in all your work:

Bold | Imaginative | Embracing | Resourceful.

2.1 Observe high levels of professionalism and treat stakeholders and colleagues with courtesy, respect and dignity, always.

2.2 Work co-operatively with colleagues, including providing cover during absence as may be requested by your Line Manager or other colleague as delegated.

2.3 Actively participate as a manager and an employee of the Foundation including being available for staff and other meetings as required.

2.4 Avoid any action or behaviour which may conflict in any way with the Foundation’s values or which may bring our organisation into disrepute.

**3. Self-development**

Ensure continuous self-development, both professionally and personally, through training, supervision and other appropriate means.

3.1 Develop and maintain the range of skills appropriate to the post and to keep up-to-date with good practice, publications and issues relating to your area of work or the Foundation as a whole.

3.2 Attend appropriate training (workshops, courses / conferences and other appropriate events), as agreed with your Line Manager or above.

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| Name: …………………………………………………………………………………………  Signed: …..…………………………………………..…………………. Dated: ………  ***Employee***  Name: …………………………………………………………………………………………  Signed: …….………………………………………………….………… Dated: ………  ***Head of HR – People & Talent***  ***(On behalf of the Chief Executive, The Greenwich Foundation for the Old Royal Naval College)*** |



**PERSON SPECIFICATION**

**Visitor Engagement Host**

The Greenwich Foundation for the Old Royal Naval College is committed to making appointments on merit by fair and open processes; taking account of equality, diversity inclusion.

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|  | **Essential** | **Desirable** |
| **Experience, Skills and Knowledge** |  |  |
| Previous experience working in a customer service and cash handling position in a visitor-serving cultural organisation desirable. |  | ✓ |
| Determined and results-focussed, with a track record of  achieving targets. |  | ✓ |
| Ability to work effectively in small teams, quickly building positive working relationships. | ✓ |  |
| Exceptional customer care skills. | ✓ |  |
| Flexibility to work weekends, bank holidays, and occasional  evenings. | ✓ |  |
| Good presentation, communication, listening and interpersonal  skills. | ✓ |  |
| An interest in tourism, history, architecture, art, or visitor  experience |  | ✓ |
| A working knowledge of a foreign language |  | ✓ |
| Highly developed presentation skills. | ✓ |  |
| **Personal Qualities** | ✓ |  |
| To demonstrate commitment to the organisation’s values. | ✓ |  |
| A commitment to professionalism. | ✓ |  |
| Is supportive and encouraging of other team members. | ✓ |  |
| Is committed to achieving the goals of the team and of the Foundation. | ✓ |  |
| Is approachable and ready to assist others. | ✓ |  |
| Is proactive and gets things done in a positive manner. | ✓ |  |
| A transparent way of working. | ✓ |  |
| Highly motivated and proactive, with excellent interpersonal skills. | ✓ |  |
| Excellent written and oral communication skills. | ✓ |  |
| Able to maintain productive working relationships with external and internal contacts and providers. | ✓ |  |
| Ability to work autonomously with limited support. | ✓ |  |
| A logical thinker with strong problem solving skills. | ✓ |  |
| Ability to reach decisions and judgments based upon balanced assessment of the technical, business and human factors involved. | ✓ |  |
| Accurate with strong attention to detail. | ✓ |  |
| Calm under pressure, flexible, friendly and helpful. | ✓ |  |
| Discreet with an understanding of the need to maintain confidentiality. | ✓ |  |
| Respect for equality of opportunity, diversity and inclusion with practical ideas for their implementation within the scope of the post. | ✓ |  |
| Demonstrable experience and ability to work within a high performance environment and to deliver KPIs as defined. | ✓ |  |

The organisation values diversity and is committed to making appointments on merit by fair and open processes, in accordance with its equal opportunities policy.

**Our Values**

**Bold | Imaginative | Embracing | Resourceful**

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| --- | --- |
| **BOLD** | We’re proud of what we have and confident to shout about it. We’re adventurous with our offer and we lead our partners for everyone’s benefit |
| **IMAGINATIVE** | We make inventive use of our resources to realise our potential |
| **EMBRACING** | We’re warm and approachable, welcoming diverse people and ideas, and creating a positive, nurturing environment |
| **RESOURCEFUL** | We’re flexible in our approach, resilient and responsive to new opportunities |

**Supplementary Information**

**About The Old Royal Naval College**

The Old Royal Naval College was established in 1997 as a charity to conserve the magnificent Baroque buildings and grounds for present and future generations and to provide opportunities for wide and diverse audiences to enjoy and share its significance.

The site is of recognised significance locally, nationally and internationally due to the nature of its architecture, above and below ground, and its position within the UNESCO Maritime Greenwich World Heritage Site. The site is an intrinsic part of the townscape for local people and operates as a significant tourist destination; 1.2 million people visit the site each year.

Our ambition is to become an extraordinary cultural destination which inspires local pride and world-wide acclaim – a place which creates rich and memorable cultural experiences. We inspire and engage the public in heritage and creativity. We conserve and protect the Old Royal Naval College for the nation.

Our strategic objectives are to create and encourage:

* **Exploration**: engage visitors via a site-wide historic, architectural and spiritual experience.
* **Spectacle**: inspire the public via a stimulating artistic programme.
* **Stewardship**: conserve the fabric of our buildings, grounds and archaeology.
* **Independence**: grow a cultural business which secures our sustainable future.

The Old Royal Naval College comprises a number of heritage attractions and conference / event venues, namely: The Painted Hall, The Chapel of St Peter & St Paul, Visitor Centre (Pepys Building), learning spaces including the Clore and the Mews schools room, Admiral’s House, Skittle Alley & Ripley Tunnel, and Queen Mary Undercroft. The grounds and visitor routes including points of interest / photo opportunities.

**What We Do**

We are a heritage attraction, a place of worship, learning space, retailer, concert venue, film set, picnic venue, entertainment space, conference venue, wedding venue, exhibition space, performance space, and we have a pub / bar / restaurant. Our offer covers the daytime and night time economy. Our engagement programme ensures that visitors enjoy and have memorable experiences here and includes tours, talks, ‘Late’ events, recitals, concerts, family activities, debates, festivals and markets. We are a space for local people, students of the University of Greenwich and Trinity Laban, and tourists from the UK and worldwide. Everything we do is guided by our values bold, imaginative, embracing and resourceful.

For a general overview of the work of the Foundation, please visit our website at: [www.ornc.org](http://www.ornc.org)