

Occupational Requirement for the post of Bar and events manager Rowheath Pavilion

Limited to be filled by a Christian

1. What are the key duties, responsibilities and accountabilities (DRAs) of the role that requires the post holder to meet the Occupational requirement (OR)?

The role requires the post holder to be responsible for the Christian and Community ethos

1. Ensure that the Christian ethos is central to the daily operation and provide opportunities to share about Jesus.
2. Ensure that there is an understanding of the relationship with Church and community and that the vision values of TCC and RPL are respected by all staff.
3. Ensure a good customer experience is provided at all times in keeping with the values of TCC and RPL.
4. Pray privately and in community for the vision of Rowheath Pavilion.
5. Ensure that the café works in partnership with Rowheath Pavilion Church, especially during Sunday opening.

To do this the post holder needs to be Christian to be able to deliver a consistent Christian witness for serving the community. Our objective is to create a safe and comfortable environment which encourages members of the community to enquire about faith. the post holder needs to be a mature Christian, able to answer these question.

2. Of the DRAs identified in response to question 1, are they crucial to the role or could they be delegated to another person so that it was not a requirement of the Role?

This is a supervisory role and the DRAs cannot be delegated.

3. Of the DRAs, have they always formed part of the Role and has the role ever been performed by someone who did not meet the OR? If so, what issues/concerns presented themselves in the past that have now led the charity to consider applying the OR?

This is a new role. There was a similar role with an OR in 2015- 2017 called Bar manager and sports pioneer. Since the post holder left, the bar area has lost its Christian identity.

4. In respect of the DRAs, do they require an in-depth understanding of the doctrine of the Christian religion or rather an appreciation of the values and culture of the Christian religion. If the latter would it be possible to recruit someone who would be able to understand, appreciate and maintain the values, priorities and culture required of the organisation's ethos when performing the DRAs, without the organisation having to rely on the OR.

The role relies on someone with a mature Christian faith who can authentically respond to questions about the Christian faith, Rowheath Pavilion Church and ensure there is a Christian culture, respecting the charity's vision and values.

5. Will the Role require the post holder to carry out certain DRAs unsupervised and to exercise his/her own discretion and judgement over how certain DRAs are performed, and/or to directly manage and supervise other employees in the exercise of such discretion and judgement, that requires the post holder to meet the OR in order for such discretion and judgement to be applied consistently with, and in furtherance of, the ethos of the organisation? If so to which DRAs would this apply?

The role requires the post holder to carry out the DRAs outlined in 1, without supervision, responding to questions and enquiries about faith spontaneously. The post holder needs to be able to support other team members to work in a Christian environment

6. In respect of the nature and context of the Role generally and particularly the DRAs, would it be possible for someone else who met the OR to control and direct the post holder sufficiently in the performance of those DRAs that would ensure the post

holder appreciated the values, priorities, culture of the organisational ethos that needed to be applied when performing the DRAs?

No: it has been tried before in a similar role and hasn't worked.

7. Is there any other way of structuring the Role, in terms of its DRAs, how it is supervised/managed etc, that would avoid having to rely on the OR?

No. it hasn't worked. It needs someone whose role is to be serving in bar most of the time.