



# “We are Hiring Leaders!”

## Does this sound like YOU?

- Described by others as having an “INFECTIOUS PERSONALITY!”
- A track record of building business by **CONNECTING WITH PEOPLE.**
- **A PASSION FOR LEARNING AND TEACHING** the art of restaurant management
- **A STRONG WORK ETHIC** and a positive outlook
- Enjoys the numbers and **MAKING THINGS HAPPEN!**

## If you were working for us, here are some of the things you would have done last week:

- Fostered meaningful relationships with guest
- Oversaw and participated in induction and coaching of new employees
- Managed supervisors, team captains weekly and monthly goals and provided feedback on a positives and advice on negatives
- Updated target/Goal Board for Team
- Scheduled your entire team for another week of work

- Reviewed your business dashboard (key performance indicators) with Senior Management (weekly, monthly and quarterly goals)
- Connected with suppliers checking on new products or pricing and placed orders
- Held/attended management meeting +conducted 1-on-1 meetings with members of the FOH and BOH teams
- Worked with our Marketing Team on upcoming events
- Plan/conduct/attend upcoming training sessions
- Lead inspiring pre shift meeting briefs
- Drove performance competitions and celebrated our winners
- Responded to queries from book keeper on reconciliation errors that occurred the previous week
- Oversaw scheduled maintenance of all equipment
- Verified accuracy and paid bills
- Checked daily on cleanliness standards of restaurant and menus
- Worked on specials and food cost with Head Chef

## **Sound busy? It is, and here are some other things “bigger picture things” you might have accomplished last week:**

- Advance the overall vision of the company by Chairing an Internal Board position
- Create new revenue streams for the business with your ideas.
- Attend outside learning courses sponsored by the company to advance your knowledge of the restaurant industry
- Attend supplier and industry shows and conferences
- Meet with mystery shopper team made up of regular customers to hear suggestions and comment on how we can better serve our customers
- Instigate a learning course for team members to participate in
- Become involved with community organizations to see where we can help contribute and give back
- Advance our Environmental Goals with a new aspect, policy or business practice
- Meet to review Quarterly Peer and Customer survey results

**OK, so you get it, lots to do!**

**...it is a busy role with unlimited opportunities.**

**This is how your peers and team would describe you during that busy week:**

- He/she is always there to help show me what I have done wrong and explain how to do it better
- Tough on principles but I respect the decisions that were made
- I have learned so much more about myself than just what it has taken me to do my job
- I enjoy working when he/she is there and there is a sense of true leadership – the shift just always seems to go right, there is energy in the place when we are busy and it is great fun.
- I am very clear about what I have to do at work and what the responsibilities to my team members are
- I have learned of many opportunities that I may have within this company under his/her leadership
- It is fun to work here and I get the chance to show how good I am at what I do and I know that it is appreciated
- I enjoy making suggestions as they are treated fairly and if I make a good one it is recognized
- I don't know how he/she does it but we seem to have the best people working here and I know of six others that would rather work here than where they are working now if there was a space available

**Experience is important to us.** We're looking for someone who has worked in a first rate restaurant management position and managed a staff of 20 or more in a volume restaurant operation (2M+). The volume of business in each restaurant is in excess of \$2,000,000 and budget and target knowledge is necessary. Your reference checks will explain how you were responsible for success in the past.

Everything above is about WHAT you would have done and HOW people respond to you. What is just as important is WHO you are. These are the values we aspire to;

## IRISH RESTAURANT COMPANY CORE VALUES

### 1. I AM COMMITTED!

Committed to my goals, IRC goals, and helping my colleagues achieve their goals.

### 2. I AM RESPONSIBLE

I take full responsibility for my own progress and results.

### 3. I MAKE A DIFFERENCE

To the lives of my guests, colleagues, IRC suppliers, and my planet. I am always looking for a way to better the lives of the people around me.

### 4. I AM BRILLIANT AT THE BASICS

I take pride in mastering “the basics” so that we shine under pressure.

### 5. I AM AN AVID STUDENTS AND PATIENT TEACHERS

I am committed to continuous learning to better myself, and willingly share my knowledge and experience with an abundance mindset.

### 6. I AM PASSIONATE ABOUT SHARING THE IRISH EXPERIENCE

Great food, great drinks and above all - A GREAT TIME!

### 7. I AM A DAYMAKER!

Each and every day, I take the opportunity to do the things (big and small) that make a person's day.

### 8. I AM A GOOD STEWARD OF MY PLANET

Each decision I make, I consider the impact on our fragile planet. I believe that I can make a difference AND I WILL!

If this job sounds like something you'd love to do every day, we definitely want to hear from you. **We need to hear from you!**

Send your resume with a short cover letter (300 words or less) explaining why you think you would be a perfect fit for our organization directly to Anthony Clarke, one of our owners and managing partners: [aclarke@irishrc.com](mailto:aclarke@irishrc.com)



**Irish Restaurant Company**