

Make GRAND HEADWAY into your career



Desire a career as a senior leader in the Hospitality Industry?

Our HEADWAY Graduate programme offers a fantastic opportunity to ignite your future in hospitality whilst working in an independent and progressive business that puts individuals and people at the heart of its values. We are keen to develop and inspire passionate and ambitious individuals who are committed to a career in this sector.

What's our offer to you?

We offer two 18 month programmes, a **Food and Beverage Headway Programme** and a **Rooms Division Headway Programme**

Each programme is bespoke to you and allows you to explore key areas of hotel management within your chosen discipline.

In Food and Beverage - you will complete 4 placements of 3 months with increasing responsibility across selected departments from Restaurant, Lounge, Bar, Hosting, Room Service and Kitchen.

In Rooms - you will complete 4 placements of 3 months with increasing responsibility across selected departments from Reception, Guest Relations, Concierge, Nights, Housekeeping and Reservations and Revenue.

In each placement you will experience and understand what success looks like as a team member through to assistant management.

For the final 6 months of all programmes, your placement will involve taking on a junior management position with your chosen discipline.

In addition to your “on the job” development and experiences, we offer a comprehensive “off the job” learning journey that includes:

15 Supervisory Skills Workshops covering team management skills, commercial and financial awareness, presentation skills, time management, Influencing and leadership skills

Our Management Academy which offers a programme of structured workshops delivered by a range of sources; our leadership team, internal and external consultants

A Mentoring Programme with a senior leader within the business, focusing on breakthrough goals to help shape your career

Involvement with a minimum of 2 business driven hotel projects - allowing you the opportunity to enhance your project management skills working with different groups; to research and implement new strategies or work on and lead the successful delivery of a specific key event.

Involvement in our Community and Social Responsibility Teams - Think Grand, Think Green & Charity team.

A buddy who has “been there and done it” to bounce ideas off

A structured programme of feedback throughout each placement and activity



What does a successful application look like?

High levels of passion, energy and ambition

A desire to be and work with the best

The resilience to work hard, learn from the bottom to be able to then lead by example to your colleagues and become a role model of a Grand leader

A positive attitude and a hunger to capitalise on each opportunity shown to you and reach out for more!

A degree in Hospitality, Tourism, Events or other Business related discipline completing in 2020 or completed in 2019.

12 months relevant hospitality industry experience

The next steps

Applications are being received throughout January and February 2020.

Applicants must submit a CV, cover letter (max 150 words) and 1 minute video application by 1st March 2020.

March 2020 - Assessment and selection centre

April 2020 - Final interviews

September 2020 - Headway Programme commences



A Grand Offer to our Headway Graduates

- ⦿ A starting salary of £21,000 per annum, with a bonus opportunity.
 - ⦿ 28 days annual leave (including bank holidays)
 - ⦿ Complimentary gym facilities
 - ⦿ Meals on duty
 - ⦿ Work place pension
 - ⦿ Life Assurance
 - ⦿ Discounted use of hotel facilities including Restaurant, Lounge and Spa
- ⦿ Grand Recognition Scheme (with rewards including free cinema tickets, wine, Afternoon Tea, GB1 Dinner and Spa Experiences),
 - ⦿ Entry into a prize draw to win a mini break to Europe
 - ⦿ Refer a Friend scheme
- ⦿ Discounted Rate Hotel Programme that includes stays in London, Manchester & other major Cities
 - ⦿ Hotel Recognition Programme - £100 per month Hotel Hero Awards
 - ⦿ Perks and Discounts App - including e vouchers, free and flash perks with Perkbox.
- ⦿ Salary Sacrifice Schemes - gym membership, IT, Childcare, Nursery, Holiday Buy and Sell Facility, Car Parking
- ⦿ Health Plans - discounted gym membership, online advisory services, enhanced employee assistance programme including face to face referrals, optical, dental, trauma, chiropody, consultation, therapy, scanning, personal health assessments, behavioural therapy, MRI scanning facility
- ⦿ Employee Assistance Programme 24/7 Hour Helpline - Counselling - Legal - Health - Wellbeing
- ⦿ Professional Development Support (£50 for literature to support your learning on approved courses)
 - ⦿ Paid time off for charity work/volunteering
 - ⦿ Charity Match Funding

To apply, visit our careers page at <https://www.grandbrighton.co.uk/careers-in-brighton>

Or for more information, please email andi.hirons@grandbrighton.co.uk