



PORTAVADIE PEOPLE

We recognise that people are the lifeblood of our business and we are committed to investing in your career development, progression opportunities and a great working environment, including top-of-the-range staff accommodation and benefits packages, including Club Fyne our team hub for social calendar events and activities.

Being part of the team at Portavadie, Loch Fyne, is something quite special. The best in the business work here and we are always on the lookout for more like-minded people to join us. Do you have what it takes? Are you a food fanatic, mad about the outdoor life or love meeting new people? From chefs to receptionists, spa therapists to divisional managers, our team members are dedicated to providing outstanding hospitality and first-class guest experiences.



Whilst we are all unique we all share the same core values.
Portavadie People all have :

PRIDE **PASSION** **CONFIDENCE**
you have it you show it we build it

So what`s a career at Portavadie going to offer you?

Here`s the exciting, fun and rewarding journey available for those that want to grow and develop with us.

It all adds up to an exciting package and an investment in you, enabling you to grow a successful career with us.



Team Member

Supervisor

Assistant Manager

Outlet Manager

Divisional Manager

ALL TEAM MEMBERS / NEW STARTS

Joining the Team	Get to know the team, our values, where we came from and where we're going. What you can expect from us and what we expect from you.
Legislative Training	Keeping you, the team and our guests safe.
Department Standards of Performance	Getting the things we do right first time every time.
WorldHost Training	Become an Ambassador of Argyll and the Isles.



☰ TEAM MEMBER LEVEL TO SUPERVISORY LEVEL

Unlock Your Learning Style	How do YOU learn? Your individual, we want to check we're getting it right.
Empowerment Module	Becoming a departmental entrepreneur.
Training & Development Module	The need for continuous improvement - we don't stand still for long!

Team Member to Supervisory Level qualifying time, minimum six months service.



SUPERVISOR TO ASSISTANT MANAGER

Personal Profile Analysis	Gain insights and explore your style of leadership.
Essential Planning Skills for Managers	“Fail to plan - plan to fail” a guide to successful strategy.
Train the Trainer	Passing top tips and the best practices.

Movement from Supervisory to Assistant Manager Level qualifying service time, minimum 12 months.



ASSISTANT MANAGER TO OUTLET / DEPARTMENTAL MANAGER

Emotional Intelligence Profile	Understand the areas where you truly excel with your teams.
Performance Management	Get the best out of your team and how to use your tools effectively.
Emotional Intelligence	How do you approach crucial relationships in the team and how to achieve successful outcomes.
Discipline & Grievance	Help support the team achieve positive improvements.
Recruitment & Talent Management	Attracting the best and keeping them satisfied.
Reward & Recognition	Identify what REALLY motivates your teams and HOW to show appreciation.

Movement from Assistant Manager to Outlet Manager qualifying service, minimum 12 months

OUTLET/DEPARTMENTAL MANAGER - DIVISIONAL OR MULTI DEPARTMENT RESPONSIBILITY

Movement from Outlet Manager to Divisional or Multi Department Responsibility
qualifying service, minimum 18 months.

Participation in Advanced Leadership Program.

A learning partnership approach.

The influence of corporate development learning platforms
on business growth strategy.

OUTLET/DEPARTMENTAL MANAGER

- DIVISIONAL OR MULTI DEPARTMENT RESPONSIBILITY

Hi Potential Trait Indicator	Understand the sort of approach you may take in a senior leadership role and where that style might be effective.
Leadership	Identify the differences of operational, tactical and strategic thinking and how and when to deploy.
People Development	Developing the people relationship considering the changing expectations of guests, team and Return on Investment.
Partnerships	Leveraging external relationships to deliver competitive advantage.
Processes & Product Development	Staying ahead of the competition.

All career progression is subject to suitable roles being available and of course candidates being successful in the recruitment process.

Training will vary, dependant on demand and business levels.



For more information
on your career pathway
and current opportunities

please email

careers@portavadie.com

or call

01700 811075