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Sadler's Wells

**Cleaning & Housekeeping Team
Leader**



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Welcome

Thank you for your interest in joining Sadler's Wells. We hope that it will be a great opportunity for you in your own career.

Sadler's Wells holds fast today to the vision that Lilian Baylis instilled here almost a century ago: that great art should belong to everybody. Our mission is to make and create dance that inspires us all, and our vision is to create, through dance, a depth of connection beyond borders, cultures and languages, so we see ourselves in each other.

When artists and audiences talk about Sadler's Wells, they use the words: 'innovative, exciting and risk-taking'. Trying new things is part of our core purpose, and it's more important today than it has ever been.

This is an exciting and complex time in the theatre's history as we recover from the impact the coronavirus pandemic has had on our business model and work towards opening a fourth venue in Queen Elizabeth Olympic Park in east London in 2023.

This role offers you the opportunity to bring your ideas, passion, knowledge and experience to Sadler's Wells. In return, the successful candidate will be part of a strong and supportive team in a world class arts organisation.



Background Information

Sadler's Wells is a world-leading creative organisation, dedicated to presenting, producing and touring dance made today in all its forms. Sadler's Wells commissions, presents and produces more dance than any other theatre in the world – from tango to hip hop, ballet to flamenco, Bollywood to cutting-edge contemporary dance. With an innovative, year-round programme of performances and learning activities, this is the place where artists come together to create dance, and where we welcome everyone to experience dance and be inspired.

Our aim is to reflect and respond to the world through dance: enabling artists of all backgrounds to create dance that moves us and opens our minds; sharing those experiences with the widest possible audiences to enrich their lives and deepen their understanding of what it means to be human.

In normal times, over half a million people come to our theatres in London each year, with many more enjoying our touring productions at partner venues across the UK and in cities around the world. Sadler's Wells Theatre has been located in Islington since the 17th century. Our modern day theatre comprises a main auditorium (1,500 seats); the Lilian Baylis Studio (180 seats); three rehearsal studios; bars, a café, facilities for private and corporate entertaining and offices for Sadler's Wells' colleagues.

Our second theatre building and West End home, the Peacock (1,000 seats), is subject to a unique agreement whereby Sadler's Wells and the London School of Economics jointly manage it, with the LSE presenting its lectures to students during the day and Sadler's Wells presenting theatre at night.

Future Plans

Plans are underway for the development of a fourth venue in east London's Queen Elizabeth Olympic Park. Sadler's Wells' new space will be located on the Stratford Waterfront site, opposite the London Aquatics Centre, alongside UAL's London College of Fashion and the V&A Museum. The site will form part of a new cultural and education district, which will also include a major new University College London (UCL) campus and have direct links to the creative communities already based in east London.

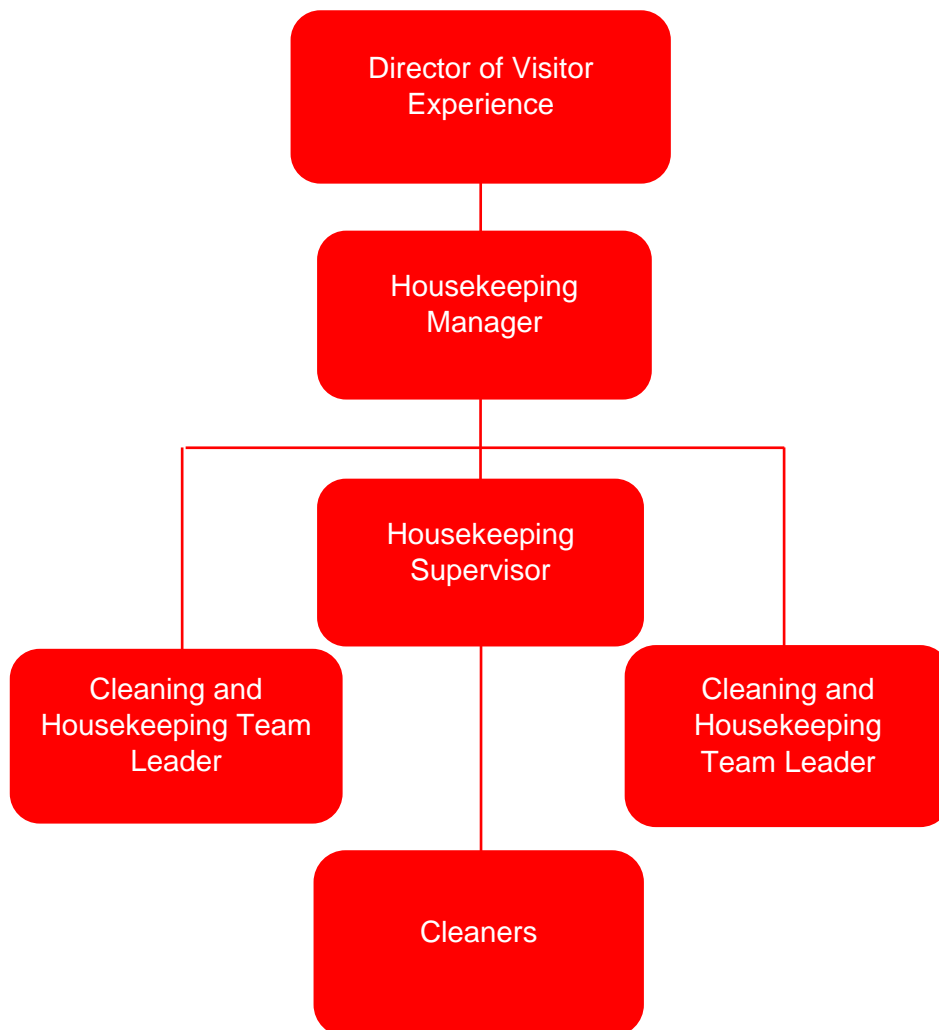
Sadler's Wells' new space will house a 550-seat mid-scale theatre, as well as facilities for a choreographic centre and a hip hop theatre academy, all planned to open by the end of 2023.

The Department

Cleaning and Housekeeping is part of the Visitor Experience Department. The role of the Visitor Experience Department is to create a consistent and exceptional visitor experience throughout our venues that reflects and enhances the organisation's vision.

The department is led by the Director of Visitor Experience, and consists of the following areas, Building Services, Security, Cleaning and Housekeeping, Front of House and Stage Door.

The Cleaning and Housekeeping department:



The Role

The principal responsibility of the Cleaning & Housekeeping Team Leader is to help ensure excellent standards of cleaning at Sadler's Wells and The Peacock and will report to the Housekeeping Manager.

What are my responsibilities?

Team and Operations

- Assist the Housekeeping Manager to recruit, train and develop all of the team members
- Arrange/carry out the induction and 'on the job' training of cleaning staff at Sadler's Wells and The Peacock
- Deputise for the Housekeeping Manager or Housekeeping Supervisor at operations meetings as appropriate
- Support and assist the Sadler's Wells Team in accordance with the needs of Sadler's Wells and The Peacock.
- Lead by example and maintain a 'hands on' approach

Quality Standards

- Monitor Sadler's Wells strategies to proactively measure and manage standards at both venues with the Housekeeping Manager
- To liaise with the London School of Economics (LSE) cleaning contractors and Sadler's Wells Housekeeping Manager and monitor cleaning standards between usage times
- Liaise with the Senior House Manager and Front of House Operations Manager to ensure that standards are agreed and

satisfactory for opening to the public

Health and Safety

- Ensure Health & Safety is adhered to at all times
- Ensure cleanliness of the area is maintained at all times and all relevant paperwork is completed and filed
- Report any damages to equipment or building immediately
- Ensure accident reporting procedure is followed at all times

General

- Attend occasional staff meetings, training sessions and other events which may take place outside normal working hours
- Maximise income and minimise expenditure without loss of quality in all areas of responsibility.
- Undertake other duties as may be reasonably required
- At all times to carry out duties and responsibilities with regard to Sadler's Wells' Equality, Diversity and Inclusion and Health and Safety Policies. This may include providing assistance with evacuation procedures or building searches in the event of an emergency at any of Sadler's Wells' premise

THIS JOB DESCRIPTION IS A GUIDE TO THE NATURE OF THE WORK REQUIRED OF THIS POSITION. IT IS NEITHER WHOLLY COMPREHENSIVE NOR RESTRICTIVE AND DOES NOT FORM PART OF THE CONTRACT OF EMPLOYMENT

Who should apply?

The successful applicant will demonstrate the following skills, experience, and personal qualities:

Skills and Experience

Essential:

- Substantial cleaning experience , to include:
 - Experience of working as a cleaner and ability to clean to very high standards
 - Experience of leading, developing, training and rostering staff
 - Experience of working in an environment where high standards of cleaning are required
- Knowledge of relevant health and safety issues, to include COSHH, Manual Handling, Safe Practice Codes
- A real commitment to providing the highest level of service to all our customers, internal and external e.g. patrons, members of visiting companies
- Honest, reliable and punctual
- A flexible and adaptable attitude to the post, working hours five days out of seven (including bank holidays and weekends)
- Ability to carry out the physical demands of the job
- Ability to work with a team and lead by example
- Able to learn about new cleaning methods and equipment and be able to demonstrate these
- Strong desire to develop and train within the business
- Must currently hold the right to work in the UK

Additional, but not essential:

- Some knowledge of requirements of a wide range of finishes and various cleaning materials and methods
- Experience of working in multi sites
- Proficient in the use of all Microsoft Office programmes i.e. Excel, Word, Outlook



Why work for us?

You will be a key part of our mission to make and share dance that inspires us all and delivering our vision to create, through dance, a depth of connection beyond borders, cultures and languages, so we see ourselves in each other.

- You will be offered a salary of £23,916.67 per annum based on working 35 hours per week over any five out of seven days (including bank holidays and weekends), plus an additional paid meal break each day
- You will get 25 days annual leave per annum, with an additional three days after five years' service
- You will be enrolled into the Sadler's Wells Trust Ltd. pension scheme
- You will have access to our comprehensive Employee Assistance Programme (EAP) to support your wellbeing
- You will engage in learning and project opportunities to develop personally and professionally, and support your career journey
- You can access an interest-free Season Ticket Loan and a Cycle to Work salary sacrifice scheme
- You will be eligible for a death in service insurance policy covering twice your annual salary
- You will be encouraged to attend performances at both theatres with a discretionary allocation of tickets to employees (subject to availability), and a staff discount at the Garden Court Café
- We welcome everyone through our doors and encourage and enable people to be the best versions of themselves and to feel confident and capable in their roles
- We celebrate diversity in the dance we share and showcase, and in our workplace. We are working hard to be more inclusive and increasing access both on stage and off and have a number of anti-racism commitments to make lasting changes in the way we work

Making an application

A Job Description and Person Specification are included in this document. If after reading you are still interested in applying, please find further details and information on how to apply [here](#).

If you would like support or have any queries regarding the format or submission of the application, please contact us on recruitment@sadlerswells.com.

We therefore welcome applications from people from all backgrounds who feel they align with our mission, vision and values. We are international and multicultural on our stages, and we want to reflect that in our organisation. By celebrating difference and incorporating diverse points of view and experiences, we can become closer to our artists, audiences and the communities we serve.

We are proud to be a Disability Confident employer meaning we have been certified by the government as actively taking steps to attract, recruit and retain disabled workers. We understand that some disabled colleagues will need adjustments to help them perform to the best of their ability – these can be changes to the built environment and furniture, the tools and technology they use in doing their job, aspects of the role, ongoing support or working arrangements.

Sadler's Wells also works collaboratively with Parents in Performing Arts (PiPA) in efforts to support parents and carers within the industry.

Once we have found a suitable candidate, the vacancy will be closed without further notice.

