**Job title**  
Café Assistant

**Department**  
Front of House

**Location**  
Mansfield College University of Oxford, Mansfield Road, Oxford OX1 3TF

**Grade and salary**  
£23,608 per annum, £11.35 per hour

**Hours**  
40 hours per week – working 5 days out of 7 including weekend working. Some additional hours may be required at busy times.

**Contract type**  
Permanent

**Reporting to**  
Front of House Manager

**Additional information**  
This role is available immediately. We have a generous annual leave and conference bonus package with this role.

**Benefits**  
Membership of the Oxford Staff Pension Scheme. Free meals on duty and generous leave package including conference bonus scheme

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**The role**

An exciting opportunity to work as part of the Mansfield College Front of House team as a Café Assistant. You will be responsible for serving a full catering provision to students, staff, fellows and College guests throughout the term and vacation periods. All Front of House staff are required to handle alcohol, therefore applicants must be aged 18 or over. You will have good communication, excellent time management, and organizational skills along with a positive and flexible attitude to work and the ability to work well under pressure. Salary £11.35 per hour. Annual leave entitlement will be calculated with reference to the length of time worked. Benefits include a contributory pension scheme, participation in the College’s conference bonus scheme and free meals while on duty.

**About Mansfield College**

Mansfield College is one of the 39 constituent colleges of the University of Oxford. It has around 250 undergraduates, 170 graduates and 30 visiting students. This relatively small size engenders friendly and close relationships not only among students and tutors, but across the whole community at the College. Mansfield is one of Oxford University’s most open and forward-thinking Colleges. Proud of its non-conformist history – the College was founded to provide theological training for ‘dissenting’ ministers of the church – today the College is model for access to higher education, and exemplifies how social and intellectual diversity enriches an academic community.
We think that Mansfield is everything an Oxford college should be in the twenty-first century: historic, beautiful, centrally located in the city, and a leading light on widening access to Oxford University. After two decades of pioneering outreach work, the College today has the highest intake of undergraduates from state-funded schools in the UK; from disadvantaged backgrounds; and one of the most diverse communities of all the Oxford colleges in terms of the social, educational and ethnic backgrounds of its students. At the same time as remaining true to its founding principles of freedom of conscience and educational access, the College is rightly proud of its strong academic results (top 5 of all the Oxford colleges in 2018/19).

The College is also home to the Bonavero Institute of Human Rights, within Oxford University’s Law Faculty, which was opened by the late Secretary-General of the United Nations, Kofi Annan, in 2018. The Institute is a perfect reflection of the spirit of the College: plural, broad-minded, and respectful of the dignity and worth of all.

Mansfield’s Principal, Helen Mountfield QC, is an internationally renowned human rights law specialist. As one of the UK’s leading equality law specialists, she has argued cases in the Supreme Court and European Court of Human Rights.

In 2021, Mansfield was recognised as a university College of Sanctuary by the UK charity City of Sanctuary, after demonstrating an ongoing commitment to nurturing a culture of inclusivity and awareness on campus for those seeking sanctuary (which includes refugees and asylum seekers), as well as in the wider community.

Detailed information about Mansfield College may be found at www.mansfield.ox.ac.uk

Responsibilities

- To perform opening and closing duties, ensuring that all equipment is turned off and that Health and Safety requirements are complied with.
- To ensure the Café area is pleasant and welcoming at all times.
- To prepare and serve hot and cold beverages such as coffee, blended coffees, espresso drinks and teas and to ensure coffee machines are kept in good working order.
- Serve prepared foods such as sandwiches, paninis, cakes and pastries.
- Respond to customer enquiries regarding menus and allergen information.
- Receive and process customer payments.
- Assist with ordering and checking of supplies, including counting and tracking of inventory.
- Re-stock refrigerators, shelves and displays as required.
• Maintain a clean and orderly dining area and complete cleaning rotas in line with Health and Safety and Environmental Health guidelines.
• Collect and return used crockery to the kitchen for washing.
• Clean glasses, cutlery and equipment as required (e.g. fridges, glass washer, coffee machines).
• Record temperatures on sheets provided.
• Check catering running sheets on a daily basis.
• Report any maintenance, hygiene and hazard issues to the Front of House Manager.
• Ensure safety shoes and personal protective equipment (PPE) are worn.
• Ensure personal hygiene complies with food safety requirements.
• To undertake training as appropriate.
• Any other duties of a similar nature.

Selection criteria

Essential selection criteria

• Relevant experience within a college or catering establishment.
• Previous knowledge of cash handling.
• Good communication and interpersonal skills.
• Excellent time management and organizational skills.
• High standards of personal and food hygiene.
• Ability to work independently and as part of a team.
• A flexible attitude to work and the ability to work well under pressure.
• Basic IT/computer skills.
• Positive, trustworthy, reliable, enthusiastic and self-motivated.
• Proven work experience in delivering a consistently high level of customer service.
• Ability to prioritise tasks during time-critical periods.

Desirable selection criteria

• Barista trained or willing to undergo training as required.
• Minimum Level 2 Food Safety & Hygiene for Catering.
• Knowledge of COSHH.
• Previous knowledge of Allergen legislation

Pre-employment screening

Standard checks
If you are offered the post, the offer will be subject to standard pre-employment checks. You will be asked to provide: proof of your right-to-work in the UK; proof of your identity; and (if we haven’t done so already) we will contact the referees you have nominated.
Hazard-specific / Safety-critical duties
This job includes hazards or safety-critical activities. If you are offered the post, you will be asked to complete all relevant health and safety training.

The hazards or safety-critical duties involved are as follows:

- Regular manual handling
- Open food handling

How to apply

If you would like to apply please send your CV and a supporting statement or cover letter to Mansfield HR vacancies@mansfield.ox.ac.uk

Postal application should be sent to the below address however, we recommend electronic submission:

Mansfield Human Resources
Mansfield College
Mansfield Road
OXFORD
OX1 3TF

Your application will be judged solely on the basis of how you demonstrate that you meet the selection criteria stated in the job description.

As part of your application, you will be asked to provide details of two referees and indicate whether we can contact them now.

We highly recommend uploading all documents as PDF files with your name and the document type in the filename.

All applications must be received by 12 midday UK time on the closing date stated in the online advertisement.

If you need help

For general support enquiries on how to apply for the role, please email vacancies@mansfield.ox.ac.uk

Please note that correspondence on application progress will be via email. Please check your spam/junk mail if you do not receive an email.
Important information for candidates

Equal Opportunities

Mansfield College and the University of Oxford are equal opportunities employers and welcome applications from all suitably qualified candidates. Mansfield actively welcomes diversity amongst its staff and students and all reasonable adjustments will be made to the recruitment process, working arrangements and/or environment to accommodate applicants with any form of disability. Applications are particularly welcome from Black, Asian, and Minority Ethnic candidates, who are currently under-represented in college posts at Mansfield. Please let us know if you believe there are any reasonable adjustments we should be making to assist you with your application. If you feel that you have a disability which may affect your application, please let us know.

Please also let us know of any reasonable adjustments that we would need to make for you to attend an interview.

To comply with UK employment legislation the successful candidate will be required to provide documentary evidence of his or her eligibility for employment before starting work with the College. Potential applicants should note that this advertisement does not satisfy the requirements of the UK Home Office in relation to a sponsorship for a visa.

Data Privacy

Please note that any personal data submitted to the College as part of the job application process will be processed in accordance with the GDPR and related UK data protection legislation. For further information, please see: GDPR Framework | Mansfield College, Oxford

Benefits of working at Mansfield College

Annual Leave
College employees enjoy a generous annual leave package of 25 days, pro rata in year of joining and per the hours worked in addition to the College closed period (5 days at Christmas) plus Bank Holidays.

Staff Meals
College employees can benefit from a free meal while on duty during normal operations. Mealtimes are always a welcoming opportunity to meet fellow staff. Some posts come with specific dining rights which will be outlined in the contract of employment main terms and conditions.

Pension Scheme
We operate a contributory pension scheme which you will be auto enrolled into (subject to the conditions of the scheme). Further details will be provided on appointment. This post is pensionable in OSPS.

Family-friendly benefits
The College follows the University of Oxford’s family leave schemes. With one of the most generous family leave schemes in the Higher Education sector, and a range of flexible working options, Oxford aims to be a family-friendly employer. https://hr.admin.ox.ac.uk/family-leave#/

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