



Job Description

Shift Manager

Main Function

To assist the selected management team in ensuring the efficient running of the restaurant in accordance with company policies and guidelines and the Company Plan to Win. To provide leadership, coaching and direction to all crew members to ensure there is an engaged, motivated and skilled team who are customer focused and Brand Ambassadors.

Principal Accountabilities

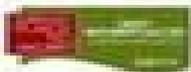
Key customers include Business Managers and Hourly Paid Employees. The Shift Manager directly reports to the Business Manager, in addition to following McDonald's policies and procedures, principle accountabilities include, but are not limited to:

People

- Follows the people positioning guide and organises and directs crew members on all stations to ensure a smooth and efficient operation.
- Helps to refine operational abilities of crew members, by use of 'on the job training' techniques and by corrective coaching.
- Actively engages and motivates staff day to day through the use of basic people practices, reward and recognition.
- Helps crew members to become competent in all areas by completing SOC's as required and/or supporting the crew trainers to do so, day to day.
- Completes Crew Trainer SOC's.
- Supports the training Manager in the delivery of the store training grade.
- Assists as required in the delivery of crew performance reviews.
- Participates in crew training classes as required.
- Participates in the orientation and initial training of Crew Members as required.
- Has a basic understanding of conflict management and has completed the Diversity Module and acts as a Diversity Champion.

QS&C

- Completes pre, during and post shift checklists to plan and organise a smooth operation with excellent QS&C, whilst achieving secondary responsibilities.
- Performs tasks required to raise the store's standards of QS&C in alignment with the ROP Action Plan.
- Handles customer complaints efficiently, politely and professionally.
- Can recognise the visual characteristics of good quality products and takes action to achieve and maintain good standard products at all times.
- Is responsible for and understands the importance of adhering to all food safety and health and safety policies and regulations.
- Adheres to the cleaning and planned maintenance calendar day to day to ensure well maintained equipment and a clean restaurant.
- Understands the basic mechanics of all equipment, to be able to troubleshoot if required and maintain equipment in operation.
- Ensures all products and menu items are available at all times.
- Supervises acceptance and recording of deliveries.



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