



## Sub-Management Team 2022

### — **BAR AND MERCHANDISE MANAGER** —

#### About Us

Star Surf Camps started with one small surf camp in France during the summer of 2010 and has since expanded across Europe, proudly welcoming back guests and returning staff year upon year. At Star we offer a unique surf and yoga trip experience that prioritises community, inclusivity, and unlimited levels of stoke. Whether a newbie frother or an expert shredder, ocean- and nature-lovers from all around the world find themselves at Star season after season to share party waves (and parties) with fellow solo travellers, families, friends, colleagues and students alike. It's a place for everyone - no matter age, background, language or surf level.

With a choice between basic camping tents, shared bell tents with individual mattresses, private luxury tipis with electricity and brand-spanking new motorhomes, the experience can be tailored to each individual's needs and "camping trip" expectations. Whichever roof (or canvas) our guests choose to lay their salty heads and surfed-out bodies beneath, everyone – staff included – will have an invitation to join our activities and events. From volleyball tournaments to skate jams, wine and cheese nights to day trips in Biarritz, open mic performances to creative workshops, there's something for everyone.

#### Summer 2022

Applications have now officially opened for our 2022 management roles, with job opportunities at both our camp in South-West France and at our camp in Northern Spain:

Moliets-et-Maa, France is home to our largest and most well-known surf camp. Situated at the heart of a vast plot surrounded by pine forest, the Main and Deluxe Camps are just a 20 minute walk (or a 3 minute cycle) from the beach.

1. **Bar and Merch Manager, Moliets-et-Maa, France:** Hosting an average of 160 guests per week across our two camps, you are responsible for simultaneously running our Main Bar, our smaller Deluxe Bar and our Smoothie & Snack Bar. You will train and supervise bar staff and manage the pop-up shop.

The Oyambre Surf Camp is considered a slightly more intimate experience, where both regular and deluxe guests come together in a shared social space. The camp is located a 10 minute walk from the beach.

2. **Bar and Merch Manager, Oyambre, Spain:** Hosting an average of 40 (max 60) guests per week across our two camps, you are responsible for running our bar. You will train and supervise bar staff and manage the pop-up shop.



## The Essentials

- Dates:
  - **Mollets:** Early May - late September;
  - **Oyambre:** Early June - late September
  - + Including some general build up prior to season to help set up the camp.
  - + Flexibility to spend time getting in touch with team members before arrival.
- Languages: English + 1 other language (Spanish or French preferred for relative camps)
- Minimum age: 24 years
- Vaccination status: Double-vaccinated with booster preferred, but not mandatory.

## Key Characteristics

### **Leads by example**

*Communicates clearly*

*Calm and stress resilient*

*Works well under pressure*

### **Sociable**

*High energy levels*

*Outgoing and charismatic*

*Positive attitude*

### **Organised**

*Good time-management*

*Flexible*

*Eye for detail*

### **Accountable**

*Takes responsibility*

*Punctual*

*Proactive*

The role requires **bar and cocktail mixing experience**. Basic mathematical and computer skills such as knowledge of Google Drive, Excel/Spreadsheets/Numbers would be beneficial. Experience in sales would also be a bonus.

## Overview

As the Bar and Merch Manager you are in charge of organising and running the campsite bars. You are in a key customer-facing role and have one of the highest guest-to-staff interaction rates of all the team. You are charismatic and leave a great lasting impression on both guests and those you work with. You conduct daily quality control checks over the bar areas, paying particular attention to health, hygiene and safety aspects. You work with the Good Vibes Manager to coordinate events and schedules accordingly. It is your duty to ensure fridges are full, fruit is prepared, stock levels are checked and weekly shops/orders are completed. 4 to 5 times a week you will run a pop-up shop showcasing the Star Surf Merchandise. To support you in your operations, you will manage Bar Staff and liaise with the Good Vibes Manager.

## Responsibilities

- Training, managing, supporting and scheduling a small team of bar staff to ensure the bars are up and running every evening of the week.
- Supporting your bar staff during their shifts as well as completing 6 bar shifts of your own;
- Opening and running the tiki bars single-handedly at the start of the season, enabling you to understand the set-up and train your bar staff effectively;
- Opening and running the Smoothie & Snack Bar (France), alternating shifts with your bar staff;
- Closing the bars single-handedly by cleaning all areas, polishing glasses, securing loose bottles, cleaning and securing smoothie blenders (France), restocking for the next day and locking fridges;
- Maintaining high standards by ensuring the bars are tidy at all times and recycling bins are emptied daily;
- Maintaining hygiene and cleanliness through constant quality control of drinks service as well as smoothie and snack presentation;
- Ensuring non-bar staff remain out of the bar;
- Counting stock and shopping/placing orders accordingly;
- Coordinating (max) 4 x pop-up shops per week during bar opening times and 1 x pop-up on check-out day;
- Recording merchandise sales on the shared Drive Spreadsheet;
- Maintaining the organisation of the stock room so merchandise, drinks and ingredients are visible and easily accessible;



- Monitoring campsite rules, respecting noise curfews and ensuring guests leave for town quietly each night;
- Attending management meetings upon request, the change-over day briefing and the team feedback dinner.
- Reviewing and adopting guest feedback in your weekly planning;
- Helping to run the Saturday changeover days such as preparing tents and cleaning the camp.

### **Summary**

- You report directly to the Camp Manager who will support you throughout the season.
- As part of the Sub-Management Team, you will occasionally be invited to attend Management Meetings.
- You play a key part in the structure of the Management and Sub-Management Teams and are expected to show responsibility and accountability at all times.
- You liaise with the Good Vibes Manager, Heads of Team and Head of Reception on a daily basis and understand that a successful season is dependent on clear communication, collaboration and support across all departments.
- You understand that the camp life journey comes with many unexpected bumps in the road. Your workload includes but is not limited to the tasks above and will therefore fluctuate from week to week.
- You recognise that absence or illness within your team will require you to step up and cover if necessary;
- You lead by example, remaining calm and demonstrating stress-resilience at all times.
- You monitor and uphold campsite rules and ensure both guests and staff respect the noise curfew.
- You are a true team player and strive to achieve 5\* feedback week after week.
- You promise to have an absolute blast, surf your heart out, spread the stoke and to never forget your season with the Star Surf family!

### **The Benefits**

- Training prior to camp opening and support from management throughout the season;
- A monthly salary;
- 1 day off per week;
- 7 breakfasts, 7 picnic lunches and 5 dinners per week;
- Private tent with mattress;
- Invitation to the surf camp activities, including our weekly wine & cheese night;
- Staff discount on day trips, bar and merchandise;
- Free use of the surf and yoga equipment and possibility to join the lessons (subject to availability).



## Sub-Management Team 2022 Application Form

### — **BAR AND MERCHANDISE MANAGER** —

Please email the following information to [jobs@starsurfcamps.com](mailto:jobs@starsurfcamps.com) :

1. **A 2 minute video (attached via Google Drive with free access) describing:**
  1. Who you are and which role you are applying for;
  2. What makes you the perfect candidate;
  3. And why you wish to work for Star Surf Camps.
2. **Your CV written in English**
3. **This application form (saved as: Name Surname | Bar and Merch Manager 2022 France/Spain)**

Name:	Nationality:
Age:	Languages:
Telephone:	Email:

Please mark [ X ] where appropriate:

- I am fluent in at least 2 languages (one of which is English).
- I am double vaccinated and have received a booster jab (preferable)
- I am double vaccinated only (acceptable)
- I am not vaccinated (may present as problematic considering France's current hard line against the unvaccinated).

I'd like to apply for:

- Bar and Merch Manager, Moliets, France**
- Bar and Merch, Oyambre, Spain**

Do you have a smartphone with mobile data to enable you to communicate in France/Spain? YES / NO

*Please note; this is essential for the job, since all communication with the team happens via WhatsApp.*

- Do you have a valid European driving licence? YES / NO
- How many years have you been driving for? \_\_\_\_\_ YEARS
- Do you have previous experience with transfers? YES / NO
- Do you have previous experience of driving in Europe? YES / NO

Do you use Social Media? YES / NO

If YES, please specify:

- Facebook name: \_\_\_\_\_
- Instagram handle: \_\_\_\_\_
- Others (blogs, twitter, etc.) \_\_\_\_\_

loving life



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In accordance with the job description above, please write a letter of motivation below detailing relevant experience that supports your application as **Bar and Merch Manager**.

Due to the amount of applications we receive, please understand that we are unable to respond to each applicant individually. Successful applicants will be contacted by one of our team members.

**We will likely start our recruitment from the end of January through to mid March.**

Thank you & best of luck!  
Your Star Surf Camps Team