



Career Development Pathway– 2018

Front of House

Role	McMullen Training Required For the Role
Front of House Team Member	<p>McMullen Bronze Award (includes the following)</p> <ul style="list-style-type: none"> • Day One Induction • McMullen E-Learning Induction Modules relevant to the role • In – house Practical Skills Training (authorisations)
Team Supervisor	<ul style="list-style-type: none"> • Level 2 Award in Food Safety in Catering (e-learning) • Figure of 8 Workbook in house (link to bookshelf for downloading)
Team Leader	<p>McMullen Silver Award – Front of House (includes the following)</p> <ul style="list-style-type: none"> - Silver Award Workbook (completed in house)which includes the following sections: <ol style="list-style-type: none"> 1. Bar & Floor Service 2. Kitchen & Food Service 3. Cellar Management 4. Cash Handling & Tills 5. Stock Controls & Line Checks 6. S4 Labour 7. Bookings Policy 8. Peak Shift Planning and Figure of 8 Management Walk 9. Shift Management <p>Off Job Training Courses:</p> <ol style="list-style-type: none"> 1. Hi-5 High Sales 2. Foundation Wine Knowledge



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	<ol style="list-style-type: none"> 3. Kitchen Confidence 4. One Day Emergency First Aid at Work 5. BIIAB Award in Beer and Cellar Quality (Cask and Keg) 6. BIIAB Award for Personal License Holders <p>Silver Sign Off Day – Career Development Review Meeting and Multiple-Choice Questionnaire.</p>
Trainee Assistant Manager	McMullen Gold Award Workbook issued to be completed in house
Assistant Manager	<p>McMullen Gold Award including the following:</p> <p>Gold Workbook completed in house with the following subjects:</p> <ol style="list-style-type: none"> 1. Cellar Management and Stock Ordering 2. Management of Food Production and Service 3. Financial Controls and House Administration 4. Stock Counts and Controls 5. Management of the House 6. Concept Experience 7. In House Relief Management <p>MITP Workbook with pre and post coursework on the following subjects:</p> <ol style="list-style-type: none"> 8. Recruitment and Induction of Team 9. Managing People and Leadership 10. Profit and Loss 11. Business Planning 12. Coaching Conversations <p>Off job training courses</p> <ol style="list-style-type: none"> 1. Recruitment and Selection 2. Action Centred Leadership 3. Profit and Loss 4. Business Planning 5. Health & Safety 6. ACAS Managing Performance



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	<p>7. Coaching Masterclass 8. Gap Management 9. BIIAB Level 2 Award in Licensed Hospitality Operations</p> <p>Gold Award Sign Off Day – presentation on what has been embedded post the training courses</p>
General Manager	<p>GM available courses :-</p> <ul style="list-style-type: none"> • Coaching Masterclass • Managing Performance • Recruitment Toolkit and Generation Z <p>New external GM to the Company must complete:-</p> <ul style="list-style-type: none"> • Bronze Award • Meat & Fish • Managing Food Safety • First Aid • Gap Management

Back of House

Role	McMullen Training Required to Achieve the Role:-
Kitchen Assistant	<p>McMullen Bronze Award (includes the following)</p> <ul style="list-style-type: none"> - Day One Induction - McMullen E-Learning Induction Modules relevant to the role - In – house Practical Skills Training (authorisations) <p>Level 2 Award in Food Safety in Catering</p>
Chef	Meat and Fish Workshop



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Trainee Assistant Kitchen Manager	Silver Award workbook issued to be completed in house
Assistant Kitchen Manager	<p>McMullen Silver Award – Kitchen</p> <ul style="list-style-type: none"> - Silver Award Workbook completed in house <ol style="list-style-type: none"> 1. Stock Control 2. Peak Shift Planning 3. Expedite 4. Understanding Front of House 5. Food Safety Audits 6. Shift Management 7. <p>Off Job Training Courses</p> <ol style="list-style-type: none"> 1. Introduction to Leadership 2. Gap Management 3. Rational Oven Training 4. Managing Food Safety 5. Advanced Kitchen Skills <p>Silver Sign Off Day - Career Development Review Meeting and Food Presentation</p>
Kitchen Manager	<p>McMullen Gold Award – Kitchen (includes the following)</p> <ol style="list-style-type: none"> 1. Gold Workbook with pre and post coursework on the following subjects: <ol style="list-style-type: none"> 1. Recruitment and Induction of Team 2. Managing People and Leadership 3. Profit and Loss 4. Rota Planning and S4 Labour 5. Concept Understanding 6. Concept Experience 7. Coaching Conversations <p>Off Job Training Courses</p> <ol style="list-style-type: none"> 1. Recruitment and Selection 2. Leadership



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3. Coaching Masterclass
4. Managing Performance
5. Concept Dish Creation
6. Food Experience Day
7. Managing the Profit

Gold Sign Off Day – Career Development Review Meeting and Food Presentation