



## Position Description

### Restaurant Manager

#### Purpose of Role

The Restaurant Manager is responsible for leading all front of house dining operations at Bright Brewery, ensuring a high-quality, efficient and engaging guest experience. The role oversees staffing, service standards, reservations, functions and venue activation, while working collaboratively with the Venue Manager, Assistant Venue Manager and Bar Manager.

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#### Reporting

Reports to the Venue Manager or Assistant Venue Manager.  
Works closely with the Bar Manager with shared responsibility across service delivery and guest experience.

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#### Key Responsibilities

##### FOH Operations & Service Standards

- Lead daily restaurant operations to deliver consistent, high-quality service
- Set and maintain service standards across all front of house areas
- Ensure venue presentation, cleanliness and service flow are maintained at all times
- Support peak service periods and troubleshoot operational issues in real time
- Ensure implementation and compliance to all policies, regulations and procedures (est HR & OHS), including incident reporting and RSA
- Ensure safety of staff and customers through training, supervision, inspections and process reviews

##### Labour & Rostering

- Responsible for rostering and labour management across FOH teams. Maintaining appropriate staff levels and combinations to meet business needs and budget guidelines
- Align staffing levels to business demand and budget expectations
- Monitor labour performance, productivity and cost control
- Review and approve timesheets for payroll purposes

##### Recruitment & People Management

- Lead staff recruitment across non-management FOH roles
- Oversee onboarding processes to ensure strong integration into the business
- Set clear expectations and manage performance in line with company standards

##### Training & Development

- Oversee ongoing staff training and development across FOH teams
- Develop and mentor supervisors to build leadership capability
- Ensure consistent service knowledge across food, beverage and systems

### **Reservations & Functions**

- Oversee reservations systems and booking management
- Lead planning and execution of functions and large group bookings
- Ensure smooth coordination between kitchen, bar and FOH teams

### **Venue Activation & Events**

- Coordinate venue events and activations with relevant departments
- Work with relevant stakeholders to deliver engaging, commercially effective experiences
- Ensure events align with brand and operational capabilities

### **Menu & Guest Communication**

- Ensure menu communication is clear, engaging and menus are readily available to customers

### **Merchandise Ownership**

- Manage merchandise ordering, display and stock control
- Ensure retail areas are well presented and commercially optimised
- Monitor performance and contribute to growth of merchandise sales

### **Financial & Commercial Responsibility**

- Support delivery of venue budget targets
- Monitor revenue drivers including reservations, functions and events
- Manage cost control across labour and FOH operations

### **Shared FOH Responsibilities**

- Work collaboratively with the Bar Manager and FOH leadership team
- Support overall venue operations during peak periods
- Contribute to venue-wide service standards and guest experience initiatives
- Drive ongoing staff training and development across FOH teams

### **Communication & Collaboration**

- Maintain clear communication with Venue Manager, Assistant Venue Manager and Bar Manager
- Provide updates on performance, staffing and operational issues
- Collaborate across departments to ensure seamless service delivery

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### **Skills & Experience**

- Strong restaurant or FOH management experience
- Proven ability to lead teams in a high-volume hospitality environment
- Experience with rostering, reservations and event coordination
- Strong organisational and communication skills
- Experience with POS and booking systems
- Current RSA

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## Position Details

- Full Time role
  - Includes weekends, evenings and public holidays
  - Remuneration aligned to experience and responsibility as per employment contract
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## Values Alignment

The Restaurant Manager is expected to consistently demonstrate Bright Brewery's values:

- **Authentic** in service, product and communication
- **Sustainable** in operational decision making
- **Active** in leadership, improvement and community engagement
- **Inclusive** in how the operate and treat others



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### WE ARE AUTHENTIC

- We are genuine in everything we do.
- We do what we say and stand by it.
- We present our business and products truthfully.
- We use quality, natural ingredients to create honest products.
- Our relationships are built on trust and respect.

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### WE ARE SUSTAINABLE

- We respect and protect our alpine environment.
- We reduce our impact across all operations.
- We make decisions for long-term strength and resilience.
- We create lasting value for our community, team, and customers.

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### WE ARE ACTIVE

- We embrace the outdoors and active lifestyles.
- We show up and contribute to our community.
- We continually evolve our products and experiences.
- We take a hands-on approach and keep pushing forward.

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### WE ARE INCLUSIVE

- We create a space where everyone feels welcome.
- We value diversity and different perspectives.
- We foster a culture of respect and belonging.
- We design experiences so no one is left out.

- We remove barriers so more people can engage.