

# JOIN THE READER TEAM



# WELCOME

**Thank you for your interest in working with us. We hope that in return we can offer you an exciting and varied job, a career filled with purpose, development opportunities and many additional benefits.**

The Reader is a national charity that uses the power of literature and reading aloud to transform lives. Everyone who works with us, regardless of their job title, plays a part in contributing to this. Our Shared Reading model brings people together to read great stories and poems - creating powerful moments of connection. In a world that feels increasingly divided, and with increased pressures on our mental health, Shared Reading offers us time and space to share what matters to us.

“Shared Reading gave me the confidence to believe in myself. I’d never experienced anything like it; just talking about what came up in our minds as we read the text. It was a small group, and nobody was trying to show off in a way that sometimes happens in academia.

It was gentle, and kind, and lovely. I thought it was amazing. I realised I didn’t need any literary experience. In fact, I didn’t need anything besides the openness to engage, connect and be present.”

**Mariana**  
**Storybarn Coordinator**



We are very proud that wellbeing has been and always will be a priority here, and many of our staff stay with us for a long time because of this.

We are committed to benchmarking our salaries regularly to ensure we provide good pay in a competitive sector, offering opportunities for personal development and career progression and enabling staff to experience the life-changing benefits of Shared Reading.

We are based at the beautiful Mansion House in Calderstones Park in South Liverpool, and a nationwide charity whose values and ethos span our remote team and the communities we support. The Reader is a place unlike any other, where everyone is welcome, and where anyone can come to experience literature, find and share meaning, be nourished, develop new skills and explore creativity. Our work is supported by a collective of commissioners, grant funders, corporate partners and individuals.

**Jemma Guerrier**  
Managing Director



"At The Reader you are a person, you're thought of as a complete individual and your needs are taken into account. It's allowed me to 100% be myself at work."



# WHAT SHARED READING DOES

"It's about feelings. It's about reading something and saying 'that's just made me feel this' - it's about connection. That's what happens in the room in between the story."

If you're new to literature or not, the impact of getting together and connecting through reading aloud, whether a book or poem, is at the heart of everything we do. In contrast to traditional reading groups, in our Shared Reading sessions the reading takes place within the groups themselves, rather than in advance. The liveness of the reading opens up space for new thoughts to emerge and new connections to be forged. We read with school groups, families, adults, looked after children, older people in care homes, adults with physical and/or mental health conditions, people coping with or recovering from addiction and individuals in the criminal justice system.

We know that our work is helping to improve wellbeing, reduce isolation and build stronger communities. We offer the opportunity for all our staff members to experience and benefit from shared reading. It is open to all and you don't need to be academic or have previous experience with literature. You might be surprised at what shared reading can do for you too.

**Katie Clark**  
Director of Literature



85%

say Shared Reading helps them to understand other people better

95%

say Shared Reading makes me feel better

95%

look forward to their group as an important part of their week



\*Shared Reading Adult Community Group participants.

# STAFF BENEFITS

- **Generous holiday entitlement.**
- **Holiday exchange scheme.**
- **Flexible working options including home, hybrid and remote options.**
- **A chance to experience the benefits of Shared Reading.**
- **Employee Assistance Programme.**
- **Hardship Fund.**
- **Enhancements to statutory provision for maternity / paternity and sickness absence.**
- **Beautiful head office location.**
- **Free onsite parking.**
- **Regular opportunities to visit for remote staff.**



**Hear from our people in their own words about why they love working at The Reader:**

**"If you're looking for an employer who cares about you and your wellbeing then it's the right place."**

We are extremely invested in the wellbeing of our people, particularly when it comes to mental health and vulnerability.

**"There is always a very open dialogue with regards to new roles. I was encouraged to go for another role if it was out there. I was allowed to develop as I could and make my own decisions."**

We are hugely supportive of career development and proactively provide opportunities for our people to develop and grow. We offer lots of different progression paths, including into other roles and departments.

**"When I'm having a bad day I tell myself that I'm helping support the people who deliver those Shared Reading groups."**

We are mission driven and values led. We offer company wide annual 'Think Days' where we all get together to enjoy Shared Reading.

# OUR VALUES

**Our values reflect and shape our behaviour and guide our volunteers, staff, trustees and supporters as we work together to bring people together and books to life.**



## **We read to lead**

Great literature is in our DNA, developing imagination, deepening understanding and expanding experience. Reading is also about the kind of attention and understanding we give to our actions, other people and the wider world.

## **We are kind but bold**

Through kindness we inspire ourselves, and others, to do more than we might have thought possible, always aiming for encouragement and trust. But we are bold, too, in saying what we mean as clearly as we can.

## **We make our own pattern in the world**

We don't simply do as others do, we try to work out what is good and right, and do that. We value innovation, foresight and bold ideas in every part of our organisation.

## **We learn from experience and we learn through our mistakes**

We're not afraid of owning our mistakes: understanding them helps us grow. We try to be creative in difficult situations, lively-minded and willing to learn.

## **We love The Reader and take responsibility for it**

Everyone at The Reader is The Reader. We each take responsibility for making The Reader as good as it can be: we pick up the rubbish, speak up when we've made a mistake, notice and try to fix the glitches.



# BELONGING AT THE READER

## Our diversity, equality and inclusion statement



In a nearly twenty-year history of developing Shared Reading groups, The Reader has created thousands of warm and welcoming spaces where all comers are seen and, when they choose to speak, heard.

We consciously work to build the same warm and welcoming feeling, the feeling of belonging, in our workplace. Kindness is one of our values and it helps us care about how we treat each other, always aiming for encouragement, openness and trust.

We use our values to try to ensure The Reader is a thoughtful environment, and we ask all colleagues to be bold, building an environment where all needs and concerns can be raised, listened to, and when possible acted upon. So we'll ask you to tell us if you have any specific needs or if there are things we can do to make you feel more at ease.

One of our values is 'we make our own pattern in the world' and we do that by appointing the best candidate to the role. Current employees and applicants for jobs will always be considered on their abilities and will not be discriminated against on the grounds of age, caring responsibilities, colour, disability, employment status, sex, gender, gender identity, marital status, nationality, race or ethnic origin, religion or belief, sexual orientation or socio-economic status.

In our commitment to build diversity into our teams and programmes, we are particularly keen to receive applications from people from black, Asian and minority ethnic backgrounds; LGBTQ+; those with disabilities, those with unconventional life experience or educational background.

**If you require any reasonable adjustments during our recruitment processes, including assistance with reading this page or documents linked to below, please contact [jobs@thereader.org.uk](mailto:jobs@thereader.org.uk)**

# APPLICATION PROCESS

"The Reader staff are a warm, generous and supportive team. A real cliché but it really does feel like one big family where everyone has your back."



**All employment offers are conditional upon receipt of two satisfactory professional references. Referees will be sought from an applicant once an offer of employment is made and referees will not be approached without the applicant's permission. Where necessary and appropriate for the role, a relevant DBS check will be undertaken as part of the onboarding process.**

## How to apply

Visit [thereader.org.uk/jobs](http://thereader.org.uk/jobs) to download an application form. Once completed, please send to [laurakershaw@thereader.org.uk](mailto:laurakershaw@thereader.org.uk). Unfortunately, if we receive a high volume of applications, we may not be able to reply to everyone individually.

## Equal opportunities

We are committed to attracting diverse candidates. Applicants who meet our minimum (essential) criteria and identify as one of the following will be guaranteed an interview: Black, Asian and Minority Ethnic, LGBTQ+, those with disabilities, those with unconventional life experience or educational background.

## Selection process

If successful at shortlisting, you will be invited to interview. There may be an informal stage for some roles, for other roles we may also ask you to complete a task ahead of or at the interview, and for some roles we will hold a second stage interview. We will keep you informed of our expectations during the process. We will provide all interview questions in advance.

## Attending the interview

We will cover travel expenses for anyone who is not currently in a position to do so. If you need any more information on the format of the interview, who will be interviewing, and what to expect on the day, please contact [laurakershaw@thereader.org.uk](mailto:laurakershaw@thereader.org.uk).

**If you have any special requirements, please let us know in advance and we will be happy to make any adjustments needed.**

# SITE OPERATIONS COORDINATOR

**HOURS/FTE:** 35 hours per week / 1 FTE (Monday - Sunday on a rota basis)

**REPORTS TO:** Site Operations Manager

**BASED:** Calderstones Park, Liverpool, L18 3JB

**CONTRACT:** Fixed Term July - September

**SALARY:** £23,900.27 per annum

**CLOSING DATE:** 9am, Friday 26<sup>th</sup> June

**VACANCY REF** CO\_260626

**CODE:**

## About the Role and Key Responsibilities

The Reader's Calderstones site is a large multi-purpose community setting for our Shared Reading mission, with a focus on social enterprise activity to support the charities wider work across the UK. The role of Operations Coordinator will be responsible for the safe running of activity onsite, ensuring health and safety regulations are upheld. This includes overseeing daily running of The Reader businesses, charitable activity, and activity associated with being the main open building in the centre of a busy public park. As site lead during shifts, this role is the first contact point for public visiting The Reader, and will be responsible for ensuring all queries are handled confidently and that our ethos and values are represented.

## Knowledge and Skills

- Ability to oversee safe running of activity across a large and busy site, taking a lead role in the managing of incidents and emergencies whilst on duty.
- Key Holder experience is essential for this role, as you will be the site lead across our park buildings ensuring all areas are safe and secure using locking and alarm systems.
- Ability to fix immediate repairs were able to (trip hazards, non-electrical equipment, IT issues) with the support from Facilities and IT teams.

## **Leadership and People Management**

- Ability to supervise the shifts on site in the absence of the scheduled staff member/volunteer.
- To be a first responder for Health & Safety incidents and emergencies whilst on duty, managing site staff to assist with emergencies across the Calderstones site.

## **Communication**

- Ability to communicate effectively with staff, volunteers, group members, and members of the public.
- To liaise with office tenants on a daily basis to ensure any problems they have are resolved.
- To effectively deal with visitor complaints/queries and aim to reduce or eliminate escalation of complaints. Provide feedback to the appropriate Manager/Head of Department
- Communicate planning information about activity between our Operations Team, Programming, and Front of House Team to plan and deliver onsite activity successfully.
- Communication across departments to organise external contractors or visitors arriving to site.

## **Liaison and Networking**

- Work collaboratively across departments to support site activity (assisting with queries for different teams, and onsite support needed).

## **Planning and Organising**

- Use of our online room booking system to organise structured weekly plans of operational tasks and events taking place across site (training delivered).
- Stock takes of all first aid equipment, and stationary for site, as well as supporting Front of House with tracking catering stock and creating purchase orders for resupply.
- To prepare and carry out daily briefings for staff and volunteers across the site to ensure all scheduled activity is communicated and understood.
- Ensure the building is safe and secure- preparing rooms for scheduled activities and ensuring our social enterprises (Bookshop, Café, Ice Cream Parlour) are open safely and compliant with Health & Safety regulations.
- Ensure all defibrillators and first aid kits onsite are regularly checked and stocked for use in emergencies.
- Organising all daily deliveries arriving to site, and postal orders collected from site.

### **Initiative and Problem Solving**

- To assist the catering, and volunteer teams to cover breaks, sickness, staff shortages, cleaning etc.
- To assist with the delivery of private events in the event of absence or sickness within the Events Team.
- To ensure that all public areas including the toilets, reception foyer, corridors, period room etc. are presentable and welcoming at all times
- To identify and report any maintenance requirements for equipment for the premises
- To effectively deal with visitor complaints/queries and aim to reduce or eliminate escalation of complaints. Provide feedback to the Operations Manager.

### **Decision Making and Freedom to Act**

- Responsibility to make site decisions of full/partial closure of site in the event of threats to life or health and safety risks (adverse weather conditions, fire safety, public health) reporting to the Operations Manager for support.

### **Teamworking and Collaboration**

- Work across a number of departments in The Reader to ensure smooth running of site activity.
- To take a lead role in the managing of incidents and emergencies whilst on duty.
- To support the commercial aspect of the site and work alongside the Head of Events & Commercial and Events Manager in the smooth delivery of all internal and external events
- Ensure Health and Safety regulations are upheld across site, reporting any issues to the Operations Manager and Senior Facilities Manager.

Any other duties commensurate with the grade, including taking part in, or leading a Shared Reading group.

## **Person Specification**

- Has a proven track record of managing daily operational processes in the commercial and/or social enterprise sector.
- Demonstrate excellent organisational skills with the ability to prioritise their workload and remain calm under pressure
- Experience of Key Holder responsibilities, demonstrating an ability to confidently open and close a large site and maintain alarm systems.
- Ability to work independently as well as collaboratively with colleagues within the Operations department and across all departments at The Reader's Headquarters and build relationships at all levels.
- Able to demonstrate an understanding of the wider work of The Reader, and its social values and that these values are represented at the site.
- Demonstrate a meticulous attention to detail in the daily planning and delivery of onsite activity.
- Confidence in liaising with external public emergency services and ability to respond to incidents across the park.
- Proficient with IT systems, including use of Office 365 programs
- Willingness and availability to work flexibly over a 7-day week, which will include unsociable hours, weekends and bank holidays.
- First Aid Training
- Customer Service Experience

If you're inspired by our mission, are looking for a new challenge, and want to work for a forward-thinking organisation at a really interesting time, we'd love to hear from you. Please send your completed application forms to [laurakershaw@thereader.org.uk](mailto:laurakershaw@thereader.org.uk)

# Find Out More

## Visit our website

For the latest opportunities and news, along with ways you can get support the Reading Revolution and details of where to find a Shared Reading group, visit [thereader.org.uk](http://thereader.org.uk)

## Follow us on social media

Follow @thereaderorg on Facebook, Twitter and Instagram for all the latest updates.

## Drop into a group

Experience the joy of reading aloud together in a Shared Reading group - for free and for everyone. Visit the website or call 0151 729 2200 to find a group near you.

## Tune into The Reader podcast

Discover what our Reading Revolution is all about and help spread the word. Listen on Spotify or Apple.



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