

## Assistant Manager, Front Office

Reporting To:	Front Office Manager
Functional:	Front Office
Scope:	Unit
Grade:	As per Unit Grades
Supervises:	Front Office Team at Unit

Main internal contacts	Unit General Manager
	OB Representative
	Sales & Marketing Team
	Unit HODs
	Unit Finance Team
	Unit Housekeeping Team
	Unit Food & Beverage Team
	Unit HR Team
	Various Teams in Corporate Head Quarter
Main external contacts	Guest's & Prospective Booker's
	Key Corporate Clientele
	Admin In charge handling Corporate booking
	OTA & GDS Market Manager's
	TAs & Consolidators
	Vendors
	Consultants
	Local Bodies

## Main objective / Context

The Assistant Manager, Front Office assists in overseeing the daily operations of the front desk and ensuring a high level of guest satisfaction. This role involves managing staff, handling guest inquiries and complaints, coordinating with other departments, and supporting the Front Office Manager in all operational aspects. The ideal candidate will possess strong leadership skills, excellent customer service abilities, and a keen eye for detail.

## Main responsibilities & duties

### ■ High Guest Services Management

- ▶ Assist in managing all front office operations to ensure efficient and effective guest service.
- ▶ Great guest and monitor the check-in and check-out process, ensuring a smooth and welcoming process. Address guest inquiries, concerns, and complaints promptly and professionally, ensure a high level of guest satisfaction.
- ▶ To ensure constant follow-up on guest history.

### ■ Team Management

- ▶ Trains, cross –train, and re-trains all front office personnel. To set a high standard of work performance and attendance of all employees of the department and by consistent supervision ensure the maintenance of departmental standards.
- ▶ Develop and manage staff schedules to ensure adequate coverage during peak periods and special events.
- ▶ Conduct performance evaluations and provide feedback and coaching to front office team members.

### ■ Operational Efficiency

- ▶ Monitor daily front office operations and procedures to ensure adherence to hotel standards and policies.
- ▶ Handle cash and credit transactions accurately and ensure proper accounting procedures are followed
- ▶ Coordinate with housekeeping, maintenance, and other departments to address guest needs and resolve issues efficiently.
- ▶ Maximize room revenue and occupancy by reviewing status daily.

### ■ Guest Relations

- ▶ Foster positive relationships with guests and ensure their needs are met throughout their stay.
- ▶ Promote hotel services and amenities and provide guests with information about local attractions and dining options.
- ▶ Handle VIP guest requests and special accommodations with a high level of attention and discretion.

### ■ Cyclic Work

- ▶ Ensures prompt, courteous and accurate service to all guests
- ▶ Responsible for proper yield management of room inventory to achieve desired profitability.
- ▶ Responsible for the preparation of capital and operational budgets for his department
- ▶ Responsible for Recommending changes in methods, equipment and staff as per requirement
- ▶ Ensures safety and security of guest belongings in guest rooms, luggage room and guest lockers
- ▶ Ensures room folios are correctly maintained and payment received as per billing instructions given
- ▶ Responsible for adherence to all statutory requirements such as C-forms, Arrival and departure reports, encashment certificates, etc.
- ▶ Ensures guest privacy, safety and security at all times within Hotel premises
- ▶ Makes conscious and continuous endeavour to meet new clients and maintain congenial relationship with existing clients
- ▶ Ensures all records and documents are maintained as per standards laid down by the management
- ▶ To control group and individual reservations to ensure maximum occupancy
- ▶ To co-ordinate with the sales department for sales promotion

- ❑ To ensure that policies and procedures laid down by the management are followed
- ❑ To maintain good relations with present and prospective clients
- ❑ To control day to day credit given to guests.
- ❑ To co-operate with other departments so that the total activity contributes to ultimate satisfaction of guests
- ❑ To set a high standard of work performance and attendance of all employees of the department and by consistent supervision ensure the maintenance of departmental standards.
- ❑ To ensure constant follow-up on guest history.
- ❑ To ensure the completion and follow-up of new and pending maintenance work related to their Area.
- ❑ To ensure sales calling if required for promoting business as per UGM directions.
- ❑ To send out periodic statistical data to the concerned departments & Corporate Office.
- ❑ To train the front office staff in co-ordination with the training manager
- ❑ Responsible for preparing duty rosters for FO team.
- ❑ Ensure High departmental QMS Score & proper, timely response of departmental tickets.
- ❑ Ensure Rates & Inventory are maintained on Channel Manager & all online Channels as per hotel service design.

In addition to the above mentioned duties and job functions any other assignment given by the immediate superior or the management will have to be carried out.

### Technical skills

Business Skills	Strong organizational and time management skills. Excellent eye for detail and ability to work with the team in tight deadlines. Innovative, self-starter who is highly creative with excellent ability to develop strong and influential relationships at all levels of the organization.
Computer Skills	Advanced PC skills including Word, Excel, PowerPoint and Outlook.
Communication Skills	Demonstrated effectiveness in written and verbal communication
Business Travel	As and when required.

### Education/Experience

Education	3 years diploma or graduation with relevant training and experience in hotels.
Experience	Experience with creating a culture of practical and trainings for all operating procedures. Collaboration and teamwork, capable of compiling and analysing customer related data to guide, to make strategic planning for improvements. Mentoring down the line people working with the department for improved future customer service while maintaining brand standards. 5-6 years of relevant experience in same or similar role.

### FPHL Leadership competencies

- Demonstrates foresight

**STRATEGIC MINDSET**

- Demonstrates conceptual ability
- Displays ability to sense emerging changes.
- Spots trends and patterns and identified key issues from a mass of data/information.
- Grasps information quickly; picks up nuances, subtleties.
- Understand hoe his/her role impacts others in the function.
- Displays a logical thought process in day to day operations.
- Information from diverse sources to make effective ground level decisions.
- Recognises implications of decisions and alternatives.

**CUSTOMER FOCUS**

- Can see things through the “eyes of the customers.”
- Is aware of internal and external customer needs.
- Has a fair understanding of the business.
- Looks at work issues from the customers’ point of view.
- Is always pre-occupied with delivering the value preposition of the business.
- Displays an understanding of the existing infrastructure, processes and tools used to deliver quality products and services.
- Is able to discern the various elements of the company’s competitive vis a vis competition

**MAKING THINGS HAPPEN**

- Energetic, competitive, persuasive and results oriented.
- Has knowledge of internal and external resources.
- Come up with fresh ideas.
- Demonstrates a high degree of preparedness.
- Displays a good planning, organizing, prioritizing and monitoring skills.
- Displays cost consciousness and an overriding desire to get best value for money spent.
- Takes regular feedback and guidance to successfully achieve planned outcomes.
- Exhibits initiative in taking on higher responsibilities and works beyond his area.
- Contributes meaningfully to discussions involving his/her area.

- Uses mistakes as learning opportunities. Is open to feedback.
- Enhance knowledge /skills base on an ongoing basis.
- Execute all relevant compliances and documentation within prescribed schedules.

### LEADING CHANGE

- Enthusiastic about changes
- Is imaginative
- Thinks out of the box
- Can quickly comprehend the need for the change.
- Open minded when presented with the new perspectives.
- Is comfortable with and gets used to new situations easily.
- Is able to identify and remain focuse4d to achieve desired results even in unstructured situations.
- Asks questions. Challenges and suggests alternatives and more effective ways executing tasks.
- Listens attentively. Shares appropriate information.
- Relates to people at all levels.

### PEOPLE LEADERSHIP

- Participative, open minded and receptive
- Understands the needs/interests and attitudes of others.
- Is perceptive of non-verbal behavior.
- Is confident but not arrogant.
- Involves in the resolution of problems.
- Brings energy and direction to activities.

STAKEHOLDER  
MANAGEMENT

- Shares experiences and information with team members.
  - Demonstrates commitment to the team and supports team decisions
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- Understands the expectations and desires of various partners (property Owners and Owning Boards) and translates them effectively into business goals.
  - Displays thorough understanding of business goals and alignment with these.
  - Nurtures strong business partner relationships with key vendors/suppliers at a strategic level.
  - Maintains a valuable network of contacts across business areas to drive and support initiative.
  - Maintains a healthy and on-going professional relationship with OB representative and ensures open communication.
  - Is able to safeguard company interest while managing Owners tactfully.