



Job Description

Shift Manager

Main Function

To assist the selected management team in ensuring the efficient running of the restaurant in accordance with company policies and guidelines and the Company Plan to Win. To provide leadership, coaching and direction to all crew members to ensure there is an engaged, motivated and skilled team who are customer focused and Brand Ambassadors.

Principal Accountabilities

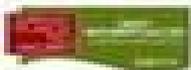
Key customers include Business Managers and Hourly Paid Employees. The Shift Manager directly reports to the Business Manager, in addition to following McDonald's policies and procedures, principle accountabilities include, but are not limited to:

People

- Follows the people positioning guide and organises and directs crew members on all stations to ensure a smooth and efficient operation.
- Helps to refine operational abilities of crew members, by use of 'on the job training' techniques and by corrective coaching.
- Actively engages and motivates staff day to day through the use of basic people practices, reward and recognition.
- Helps crew members to become competent in all areas by completing SOC's as required and/or supporting the crew trainers to do so, day to day.
- Completes Crew Trainer SOC's.
- Supports the training Manager in the delivery of the store training grade.
- Assists as required in the delivery of crew performance reviews.
- Participates in crew training classes as required.
- Participates in the orientation and initial training of Crew Members as required.
- Has a basic understanding of conflict management and has completed the Diversity Module and acts as a Diversity Champion.

QS&C

- Completes pre, during and post shift checklists to plan and organise a smooth operation with excellent QS&C, whilst achieving secondary responsibilities.
- Performs tasks required to raise the store's standards of QS&C in alignment with the ROP Action Plan.
- Handles customer complaints efficiently, politely and professionally.
- Can recognise the visual characteristics of good quality products and takes action to achieve and maintain good standard products at all times.
- Is responsible for and understands the importance of adhering to all food safety and health and safety policies and regulations.
- Adheres to the cleaning and planned maintenance calendars day to day to ensure well maintained equipment and a clean restaurant.
- Understands the basic mechanics of all equipment, to be able to troubleshoot if required and maintain equipment in operation.
- Ensures all products and menu items are available at all times.
- Supervises acceptance and recording of deliveries.



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Table of Contents Basic Shift Management Entrance Exam From Mcdonalds

1. Understanding the eBook Basic Shift Management Entrance Exam From Mcdonalds
 - The Rise of Digital Reading Basic Shift Management Entrance Exam From Mcdonalds
 - Advantages of eBooks Over Traditional Books
2. Identifying Basic Shift Management Entrance Exam From Mcdonalds
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Basic Shift Management Entrance Exam From Mcdonalds
 - User-Friendly Interface
4. Exploring eBook Recommendations from Basic Shift Management Entrance Exam From Mcdonalds

- Personalized Recommendations
 - Basic Shift Management Entrance Exam From Mcdonalds User Reviews and Ratings
 - Basic Shift Management Entrance Exam From Mcdonalds and Bestseller Lists
5. Accessing Basic Shift Management Entrance Exam From Mcdonalds Free and Paid eBooks
 - Basic Shift Management Entrance Exam From Mcdonalds Public Domain eBooks
 - Basic Shift Management Entrance Exam From Mcdonalds eBook Subscription Services
 - Basic Shift Management Entrance Exam From Mcdonalds Budget-Friendly Options
 6. Navigating Basic Shift Management Entrance Exam From Mcdonalds eBook Formats
 - ePub, PDF, MOBI, and More
 - Basic Shift Management Entrance Exam From Mcdonalds Compatibility with Devices
 - Basic Shift Management Entrance Exam From Mcdonalds Enhanced eBook Features
 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Basic Shift Management Entrance Exam From Mcdonalds
 - Highlighting and Note-Taking Basic Shift Management Entrance Exam From Mcdonalds
 - Interactive Elements Basic Shift Management Entrance Exam From Mcdonalds
 8. Staying Engaged with Basic Shift Management Entrance Exam From Mcdonalds
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Basic Shift Management Entrance Exam From Mcdonalds
 9. Balancing eBooks and Physical Books Basic Shift Management Entrance Exam From Mcdonalds
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Basic Shift Management Entrance Exam From Mcdonalds
 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
 11. Cultivating a Reading Routine Basic Shift Management Entrance Exam From Mcdonalds
 - Setting Reading Goals Basic Shift Management Entrance Exam From Mcdonalds
 - Carving Out Dedicated Reading Time
 12. Sourcing Reliable Information of Basic Shift Management Entrance Exam From Mcdonalds

- Fact-Checking eBook Content of Basic Shift Management Entrance Exam From Mcdonalds
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
- Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
- Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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