



ONE
REN

OneRen Area Manager Recruitment Pack

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Contract Details

Position: Area Manager

Salary: Grade 9: £49,640.47– £52,187.12 (£25.73– £27.05 per hour)

Hours: 37 hours per week

Line Manager: Strategic Operations Manager

About the Role

OneRen are passionate about the part we play in improving life-long physical and mental health in every one of our communities. Our trust provides a range of affordable, accessible and ambitious services that are open to all and that improve personal, social and economic outcomes. Our goal is to improve the people of Renfrewshire's health and wellbeing by working in partnership to design and deliver a range of life-enhancing and accessible cultural, leisure and sporting opportunities that meet local needs and improve life chances across the population.

As Area Manager, you will be responsible for the day-to-day operational excellence, development and management of OneRen's flagship culture and leisure attractions. Reporting to the Strategic Operations Manager, you will work collaboratively across the wider organisation, particularly with the Head of Commercial and Major Events and fellow Area Managers, you will drive continuous improvement, deliver exceptional visitor experiences and champion quality across our venues.

You will play a key role in ensuring our visitor attractions consistently meet the quality standards set by the Association of Scottish Visitor Attractions (ASVA), while contributing to a culture of excellence, innovation and collaboration across OneRen.



About You

We are looking for an enthusiastic and driven leader who is passionate about delivering outstanding visitor experiences and championing quality across our flagship venues. You will understand the importance of exceeding visitor expectations and take pride in ensuring our attractions consistently deliver the highest standards of customer service.

You will bring significant experience of leading and managing high-performing teams across multiple locations, driving excellent operational and commercial outcomes through strong employee engagement. With a proven ability to coach, support and develop colleagues, you will build capable and motivated teams equipped to meet both current priorities and future organisational objectives.

You will be a proactive, organised and solutions-focused professional who can effectively plan, lead and implement change. Comfortable working in a fast-paced environment, you will use your leadership, commercial awareness and problem-solving skills to continuously improve service delivery and achieve visitor, performance and financial targets.



You'll Be Someone Who

- Has significant operational management experience within flagship leisure, cultural, sporting, hospitality or other customer-facing environments.
- Can lead, motivate and develop multidisciplinary teams across multiple sites or functions.
- Has a passion for driving innovation and continuous improvement to deliver outstanding customer experiences.
- Has proven experience leading organisational change and continuous improvement initiatives, takes a solution-focused approach and embraces challenges with a positive mindset.
- Has proven experience of managing budgets, income targets and financial performance.
- Performs well under pressure and remains focused on delivering results.
- Demonstrates integrity, excellence, creativity and fairness in everything they do.

If you're looking for a role where you can lead a team, influence performance, enhance the visitor experience and help shape a successful retail offer, we'd love to hear from you

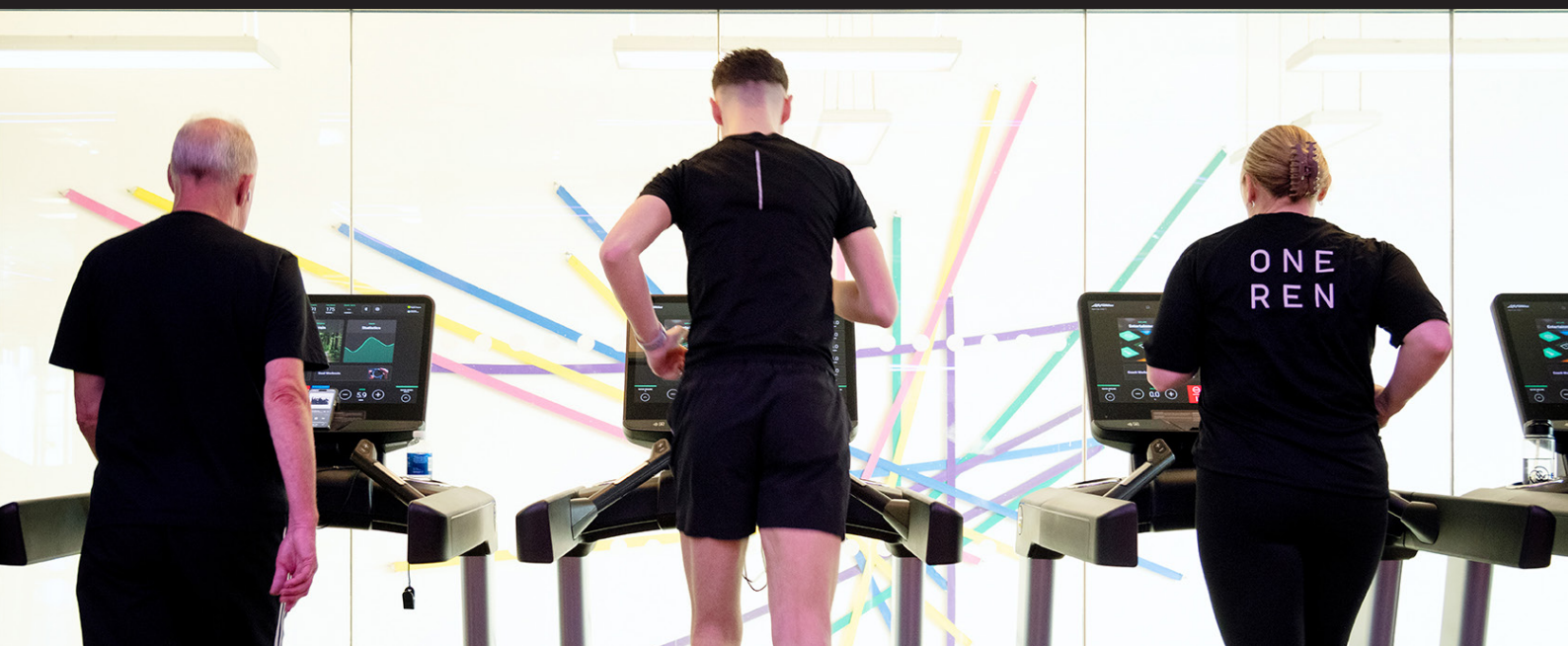


Why Join Us?

- An opportunity to make a tangible difference to the health and wellbeing of the Renfrewshire community
- A supportive, inclusive, and innovative culture
- Opportunities for professional growth and development

Benefits

- 21 days leave, and 12 public holidays, with an increase in line with length of service
- Buying additional leave of up to 5 days extra
- Free or discounted access to OneRen leisure facilities and up to two nominated family members or friends
- Use of all swimming pools with up to 5 friends or family
- A free venue and performance ticket per year
- Family friendly policies including flexible working, enhanced maternity/paternity
- Group life Assurance
- Access to Strathclyde Pension Fund, an employee contribution of 5.6% and employee contributory pension scheme of 17.5%
- Discounts with local and nationwide retailers via our employee benefits platform
- Access to Occupational Health, Physiotherapy & CBT
- Access to Time for Thriving, a trusted mental health and wellbeing provider
- Access to free and confidential financial support advice services
- Discount off food and beverages at the Cafes located within OneRen venues



Join our Team

If you're looking for an opportunity to lead high-performing teams, influence service delivery, enhance visitor experiences and help shape the future success of OneRen's flagship attractions, we'd love to hear from you.

Please note: Due to the responsibilities of this role, successful applicants will be required to complete a basic Disclosure check. Any offer of employment will depend on the outcome of this check.

For more information about Disclosure Scotland checks, please visit their website: [Disclosure Scotland](#).

You can also find out more about us and the work we do from some of our people here: [Why Work With Us?](#)

Apply now at <https://www.oneren.org/work-with-us/join-our-team/>

What Happens Next

We'll shortlist based on your experience and potential against the essential criteria for the role following our closing date

We're keen to make the process welcoming and fair – if you need any adjustments, just let the People Team know, oneren_hr@renfrewshire.gov.uk

If you would like a confidential chat with the recruiting manager Alan Cunningham , please get in touch, Alan.Cunningham@renfrewshire.gov.uk

