



Spier attracts good people who love what they do, who want to make a contribution and be part of a team that shines. Our business is warm, full-hearted, open and supportive – thanks to our people. If integrity, pride and good wine matter to you, you might just have found your place in the sun - on our farm.

TEAM OPENING: Hotel Restaurant Head Barman

Assist in overseeing the operations of multiple bars within Spier Hotel. This role requires exceptional guest service skills, creating memorable experiences, efficient management of resources, strong leadership presence, and the development of a dynamic, motivated team. Drive all aspects of bar operations, including staff management, inventory control, financial performance, and ensure that the highest standards of quality, and service are consistently met.

Key responsibilities

- Oversee the daily operations of multiple bars, ensuring smooth, efficient, and consistently high-quality service.
- Maintain the highest standards of hygiene, cleanliness, sanitation, health, and safety across all bar areas.
- Monitor bar performance and ensure financial, operational, and quality targets are consistently achieved.
- Deliver exceptional, personalised guest experiences in line with the establishment's luxury service standards.
- Address guest concerns promptly, professionally, and effectively, ensuring appropriate service recovery.
- Drive budgets, cost controls, and revenue targets across all bar operations.
- Conduct regular inventory checks, maintain effective stock control, minimise waste and variance, and reconcile inventory discrepancies.
- Prepare and submit regular reports on bar performance, financials, stock, and operational matters.
- Recruit, train, mentor, and develop bartenders, mixologists, and support staff to uphold high service standards.
- Foster a positive team culture that encourages professionalism, creativity, collaboration, and continuous development.
- Provide regular feedback and operational updates to the Bar and Senior Management teams.
- Stay abreast of industry trends, luxury hospitality standards, and guest preferences to introduce innovative and relevant bar concepts.
- Uphold the brand identity by ensuring the bar's ambience, service, presentation, and offerings consistently align with the establishment's image.
- Ensure all licensing, regulatory, legal, safety, and security requirements are strictly adhered to.

Knowledge, skills and qualities

- At least three years' experience in the hospitality industry, with practical knowledge of restaurant and bar operations.
- Previous supervisory or Head Bartender experience is advantageous.
- A relevant tertiary degree, diploma, or equivalent qualification is desirable.
- Excellent verbal communication skills in English; proficiency in additional languages is advantageous.
- Strong ability to communicate clear instructions to colleagues while effectively managing tight operational deadlines.
- Sound knowledge of Health & Safety and Hygiene Standards is essential.
- Strong time management, literacy, and numeracy skills.
- Keen attention to detail with excellent follow-through and organisational capabilities.
- Knowledge and practical experience of Micros POS or a similar point-of-sale system.
- Ability to remain calm, professional, and solution-focused when working under pressure.
- A vibrant, responsible, and positive approach, with a cheerful and service-oriented outlook.

Candidates must have valid South African identification and a clear criminal record.

At Spier our focus is on being regenerative in every way. When it comes to people, this means being able to reinvigorate and refresh your energy in a way that's infectious and rubs off on people around you.