

**JOB OPPORTUNITY
JOINT REGION MARIANAS
NON-APPROPRIATED FUND (NAF) POSITION**

ANNOUNCEMENT NO: JRM-21-413

POSITION TITLE: Club Manager, NF-1101-03, Regular Full-Time, 1 Vacancy

SALARY: \$33,000 - \$58,000 per annum PLUS Cost of Living Allowance (COLA)

LOCATION: Torpedoes & Tomahawks, Morale Welfare Recreation Department, Naval Base Guam

WHO MAY APPLY: Open to all

OPEN DATE: 10 September 2021

CLOSING DATE: 14 September 2021

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SUMMARY: The mission of Joint Region Marianas Warfighter & Family Readiness (WFR) is to enhance quality of life through customer driven services that make a difference every day in the lives of our service members and their families. Through our work at both Morale Welfare and Recreation (MWR), Naval Base Guam, and at the 36th Force Support Squadron (36FSS), Andersen Air Force Base, Guam, we strive to be the global model of professional support services for our customers while they are stationed here under one unified command. Please visit our website for further details: <http://www.militarymwrquam.com/>

RESPONSIBILITIES: This position serves as the Club Manager in the Food and Beverage Division of the Morale, Welfare and Recreation Department, U.S. Naval Base Guam. The incumbent is responsible for the daily management of an all-hands club, as well as many Special Events, Catering functions and other activities if needed. The incumbent is responsible for the onsite and operational management of the established programs and the utilization of related facilities and other resources. The Club Manager does all the planning, organizing, coordinating and administering of the day-to-day and continuing operations for the club. Management responsibilities include but are not limited to the establishment of operational policies for both food and beverage service, their operations and development. Evaluating management, operating costs, item pricing/costing and maintenance. The organizing, administering and supervising of established policies and operational procedures. Responsible for supervision and training of the personnel assigned to the respective activity. Trains, supervises and directs the work of approximately thirty (30) employees including Duty Managers. Ensures that all personnel are fully utilized, requesting additional personnel or releasing unnecessary personnel as the situation warrants. Exercises continuing supervision of safe work and sanitation practices employed within assigned areas. Works flexible schedule based on ship port loading, special event requirements or normal duty schedule which could require incumbent to work split shifts, day shift or night shift plus weekends. Ensures that all monies, inventories, furniture, fixtures and other assets are properly controlled and safeguarded. Is liable for losses of funds and/or property where dishonesty, fraud or negligence is established on the part of the incumbent. Establishes and maintains stock levels for all food, beverages, paper supplies, equipment, merchandise and furniture necessary for the operation of the club. Receives and checks stocks of merchandise and responsible for its safekeeping. Conducts inventories as required. Issue, receive and control all cash. Read and clear cash registers, prepare Daily Activity Reports and Daily Financial Statements. Responsible for the receipt, safekeeping, deposit, disbursement and accountability of funds. Supply change fund as needed. Perform unscheduled cash counts as required. Maintains accurate accounts and records as directed. Gives a full and complete report of all significant occurrences and requested information to the Business Activities Coordinator. The incumbent receives and schedules special functions that are to take place within the club or alternate locations and will ascertain what special preparations are required. Ensures that necessary space, supplies, equipment and personnel are available and that room arrangements/set-ups are completed. Provides instruction and guidance to all employees on functions taking place during their shifts. Works other personnel to ensure planned events take place as scheduled. Circulates among patrons as necessary to assure satisfactory customer service. Ensures patrons comply with established rules and regulations. Responsible for assisting with the coordination, operation and maintenance of the activity. Monitors operation of all assigned areas of responsibility, periodically checking to identify and resolve problems, which may arise. Performs other related duties as assigned.

TRAVEL REQUIRED: No

SUPERVISORY STATUS: Yes

RELOCATION AUTHORIZED: No

CONDITIONS OF EMPLOYMENT: *SEE QUALIFICATIONS*

QUALIFICATIONS: In order to qualify for this position, resumes must include information which demonstrates experience and knowledge, skills, and ability (KSAs) as they relate to this position. Applicants are encouraged to be clear and specific when describing their experience level and KSAs. If you are relying on your education to meet qualification requirements: Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications. Therefore, provide only the attendance and/or degrees from [schools accredited by accrediting institutions](#)

[recognized by the U.S. Department of Education](#)). Applicants qualifying based on education, time in grade, credentials, certification, training and/or module completion MUST provide proof of education, personnel action or SF50, credentials, statement of service, certification, training and/or module completion at the time of resume submission. Failure to provide all of the required information as stated in this vacancy announcement may result in an ineligible rating or may affect the overall rating.

At least 4 years of Club Management experience is desired. Must have a working knowledge of all activities required. Must have and show the ability to properly supervise a group of both civilian and military personnel. Must have and show the ability to render decisions, the ability to influence and work with others in obtaining cooperation and assistance. Must present a neat, well-groomed appearance at all times.

Knowledge of standard Club Management and Food and Beverage procedures and general business practices related to the operational management of the club facilities and equipment. Knowledge of Military Club practices and procedures regarding patron entitlements, routine inspections of the facility, sanitation, hours of operation, employee work scheduling, assignments and counseling. Knowledge of local food and beverage reporting practices and procedures in order to prepare, assemble, coordinate and process various activity reports on assigned topics. Knowledge of extensive administrative methods and practices involved in the operation of Military Club facilities and food outlets to perform work assignments such as inspection of the facility for cleanliness, physical condition of furnishings and equipment, operating conditions of equipment, handling of patron complaints etc. Knowledge of organizational workload, procedures and processing of standard food and beverage and administrative cost controls. Knowledge of management procedures and general business principles and practices related to the management and control of a continuing club program.

Must successfully complete a National Agency Check with Inquiries (NACI) or equivalent background check upon selection and periodically thereafter as required.

EDUCATION: *SEE QUALIFICATIONS*

REQUIRED DOCUMENTS:

- A resume should be provided. It should include relevant work experience (start/end dates stated in month/year, description of duties and salary), applicable education at a minimum, and your contact information. For current or previous Federal employees, it should also include the Pay Plan, Series and Grade for each work experience entry.
- For current or previous Federal employees, please attach a copy of your most recent SF-50 or agency notification of personnel action form that provides current position, grade level, and duty location.
- Please provide a copy of your College transcript(s) which support those qualifications for which you wish to have considered.
- Applicants qualifying based on education, time in grade, credentials, certification, training and/or module completion MUST provide proof of education, personnel action or SF50, credentials, statement of service, certification, training and/or module completion at the time of resume submission.
- Military retirees, please submit your statement of service.
- Documentation submitted for other/previous vacancies is not considered as part of this submission.
- Some positions have special requirements. In these cases, selection is tentative pending satisfactory completion of these requirements.

APPLICANTS CLAIMING HIRING PREFERENCE: Please ensure you complete and submit ALL required documents to claim preference at the time of resume submission. All forms to claim preference can be downloaded via our website at <http://www.militarymwrquam.com/jobs>.

WHAT ARE PREFERENCES? Preferences are advantages in the candidate selection process. Individuals can claim the following preferences:

1. Reemployment Priority List (RPL): Qualifying separated employees shall have priority placement in the NAF activity from which they were separated as a result of a Business Based Action (BBA), when the position has substantially the same duties as the position from which they were separated and it is not a higher grade or employment category, provided the position is not being filled by an internal candidate. To claim this preference, you **MUST**:
 - Submit a copy of your BBA Separation Notification indicating eligibility for RPL.
2. Military Spouse Preference (MSP): Qualifying spouses eligible for MSP are spouses of an active duty military member of the U.S. Armed Forces, including members of the National Guard or Reserves on active duty. The marriage must have occurred before the military member received official permanent change of station (PCS) orders to Guam. MSP is applicable only when

applying for NAF positions at the NF-03 and below and equivalent craft and trade (CT) positions. To claim this preference, you **MUST**:

- Complete and Submit MILITARY SPOUSE PREFERENCE (MSP) CLAIM FORM. Form may be downloaded from: [Download MSP Form](#); **AND**
- Submit sponsor's PCS orders to Guam. ***If you are not indicated as a spouse on the PCS orders, you **MUST** submit proof of marriage prior to PCS to Guam.

3. Veteran's Preference/Gold Star Veteran's Preference: Qualifying military veterans, and spouses/parents of deceased veterans shall be given employment preference over non-preference applicants if they are equally qualified. Preference applicable for positions open to external candidates. To claim Veteran's preference, you **MUST**:

- Complete and Submit VETERAN'S PREFERENCE WORKSHEET. Form may be downloaded from: [Download Vet Preference Form](#); **AND**
- Submit a copy of your DD-214 (member 4 copy)

To claim Gold Star Veteran's preference, you **MUST**:

- Complete and submit completed SF-15, APPLICATION FOR 10-POINT VETERAN PREFERENCE. Form may be downloaded from: [Download SF-15 Form](#); **AND**
- Submit a legible copy of DD-1300; **AND**
- Submit any other supporting documentation (official statements, document of service, court decree, etc).

***Qualifying applicants with preferences are considered in the order listed above. Then all other qualifying applicants are considered.

HOW YOU WILL BE EVALUATED: Any experience, education, or other qualification presented on your application and/or resume is subject to evaluation and verification. Submissions are reviewed to determine if applicants meet the hiring eligibility and qualification requirements and to determine the level of KSAs related to the job requirements. Best qualified applicants are referred to the hiring manager in accordance with Military Spouse and Veteran Preference policies where applicable. If your application and/or resume lacks sufficient information, you will be rated accordingly or may be considered ineligible. The hiring manager may choose to conduct interviews, which may also be subject to evaluation and verification.

BENEFITS: A career with the U.S. Government provides employees with a comprehensive benefits package. As a federal employee, you and your family will have access to a range of benefits that are designed to make your federal career very rewarding.

- Benefits for federal employees
- Healthcare insurance
- Pay and leave

You can review our benefits at: <http://www.navymwr.org/resources/hr/>

Regular Full-Time (35 - 40 hours per week) All benefits offered including medical, dental, life insurance, spouse & child life insurance, long term disability, annual and sick leave, retirement, and 401(k) savings plan.

Regular Part-Time (20 - 34 hours per week) Medical, dental, life insurance, spouse & child life insurance, annual and sick leave, retirement, and 401(k) savings plan.

Flexible (0 - 40 hours per week) No benefits offered.

HOW TO APPLY: Submit resume and required documentation via email to NAFJobs@fe.navy.mil. For additional information visit our website at <http://www.militarymwrguam.com/jobs> or contact our office at (671) 349-1154 / 2154 / 2210 / 5154. All applications **MUST** be submitted by the closing date on the announcement in order to be considered. Due to volume of applications received, applicants may not be notified of non-selection.

WHAT TO EXPECT NEXT: Applicants may be contacted for an interview or may be sent a notice of non-selection within 4-6 weeks of the announcement closing date.

If you are selected for a position, you will be contacted by the JRM Regional NAF Human Resources Office with a temporary job offer. Final job offer upon completion of all pre-employment requirements (typically 2-6 weeks).

We reserve the right to close this position without further announcement.

OTHER REQUIREMENTS: Some positions have special requirements. In these cases, selection is tentative pending satisfactory completion of these requirements.

All selections are contingent upon obtaining satisfactory background and employment reference checks. Males must be registered for or exempt from Selective Service (<http://www.sss.gov/>).

Selectees are required to participate in direct deposit.

We are an E-Verify participant.

The Department of Navy is an Equal Employment Opportunity Employer. All qualified candidates will receive consideration without regard to race, color, religion, sex, national origin, age, disability, marital status, political affiliation, sexual orientation, or any other non-merit factor.

The Department of the Navy provides reasonable accommodation to applicants with disabilities. Applicants with disabilities who believe they require reasonable accommodation should email them to: M-GU-JRM-NAFHRO-N9@fe.navy.mil to ensure that the Department of the Navy can consider such requests. The decision to grant an accommodation will be made on a case-by-case basis.

PRIVACY ACT STATEMENT FOR NAF APPLICANTS: Authority to request this information is derived from 5 U.S.C. 301, Departmental Regulations. The purpose of this information is to determine the qualifications, suitability, and availability of applicants for employment with a NAF activity, and of current employees for reassignment, reinstatement, transfer, or promotion. The information will be used to assess qualifications, entitlement, and overall employment suitability. Completion of information on this form is voluntary. Failure to provide this information may prevent you from receiving full consideration for the position you seek.