



THE
JOHNSTOWN
ESTATE 
HOTEL & SPA



Georgian Elegance - Modern Luxury - A Warm Welcome



Employer Value Proposition for The Johnstown Estate

At **The Johnstown Estate**, we are more than just a luxury destination—we're a place where our people are valued as much as our guests. Located in the heart of Enfield, we offer a welcoming, dynamic environment for those passionate about hospitality, excellence, and making a meaningful impact.

Our culture is built on **Passion, Customer Focus, Teamwork, and Integrity**. We believe in delivering warm, authentic welcomes and exceptional service, while ensuring our employees have the opportunity to grow and thrive. We are committed to providing continuous training and development, ensuring that your journey with us is inspiring, fulfilling, and focused on excellence in everything we do.

Key Elements of Our EVP:

1. A Supportive and Friendly Team Culture

We believe in the power of teamwork and camaraderie. At The Johnstown Estate, you will be part of a friendly, supportive, and inclusive team where respect and collaboration are the foundations of everything we do. Our people are our greatest asset, and we are committed to creating a positive and vibrant workplace.

2. Opportunities for Professional Growth

We are dedicated to nurturing your talents and helping you achieve your career aspirations. Through continuous learning and development programs, internal promotions, and hands-on mentorship from industry professionals, we support your journey to reach your full potential within the hospitality sector. Are optimised for cost efficiency.

3. Work – Life Balance

Your well-being matters to us. We prioritise work-life balance, offering flexible work schedules and wellness initiatives to ensure that our team enjoys fulfilling personal and professional lives. Whether through employee wellness programs, complimentary gym membership or access to our luxurious spa facilities, we invest in your physical and mental well-being.

4. Commitment to Excellence

The Johnstown Estate, we are committed to delivering exceptional service to our guests—and we extend that same commitment to our employees. You will have the opportunity to work in a Luxury 4* star environment that fosters creativity, innovation, and attention to detail. We value your expertise and encourage you to contribute to our culture of excellence. experiences.

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5. Competitive Benefits and Recognition

We offer a competitive compensation package, including bonuses where applicable, employee discounts, and recognition programs that celebrate hard work, dedication, and outstanding performance. At The Johnstown Estate, your contributions are acknowledged and rewarded.

6. Sustainability and Community Engagement

We are proud to be a responsible employer and a steward of the environment. Our sustainability initiatives and engagement in the local community reflect our commitment to creating a positive impact, not just within our team but for future generations. As part of our staff, you will have the chance to contribute to these meaningful efforts.

Why Join Us?

When you join The Johnstown Estate, you become part of a prestigious and well-regarded brand in Ireland's luxury hospitality sector. You'll work in a stunning environment, gain invaluable experience, and enjoy the satisfaction of being part of a team that consistently strives to exceed expectations. Whether you are beginning your hospitality career or looking to advance, **The Johnstown Estate** offers a platform for both personal and professional fulfilment.

Communication & Collaboration

We believe that open and effective communication is the backbone of a strong team. At **The Johnstown Estate**, we foster a culture of **transparency and inclusion**, ensuring every team member is informed, heard, and valued. Regular team briefings, one-on-one sessions, and cross-departmental communication keep everyone aligned and ensure a smooth flow of information. Our team's voice matters, and we provide clear pathways for feedback and dialogue so that every employee feels connected and engaged.



Case Studies: From Team Member to Leader

Our commitment to growth is proven by the many success stories within our team.

MEET KEVIN – Our Deputy General Manager

Kevin's career at The Johnstown Estate showcases how passion and dedication can lead to rapid growth. He joined as Leisure Club Manager, bringing extensive experience and a drive for delivering exceptional guest experiences. Under his leadership, the Leisure Club thrived, with increased membership and high customer satisfaction. His proactive approach and ability to lead a motivated team quickly set him apart.

Recognising his success, Kevin was promoted to Director of Spa & Leisure, where he expanded his oversight to include the spa facilities. He introduced new treatments, refined service standards, and created a seamless wellness journey for guests, resulting in higher bookings and enhanced guest satisfaction. Kevin's leadership was instrumental in developing a cohesive wellness experience and empowering his team to deliver excellence.

Kevin's continued success and strategic thinking led to his appointment as Deputy General Manager.

In this role, he now oversees the overall operations of The Johnstown Estate, ensuring that every guest touchpoint—from wellness to dining and accommodation—meets the estate's high standards. He works closely with senior management to drive growth, while also mentoring teams across multiple departments.

Kevin's journey from managing the Leisure Club to becoming Deputy General Manager reflects the opportunities for advancement at The Johnstown Estate and how a commitment to excellence and leadership can shape a rewarding career in hospitality.

MEET SHARON – Our Director of Food & Beverage

Sharon's journey at **The Johnstown Estate** is a story of growth, leadership, and commitment to excellence. She first joined the team as **Coach House Brasserie Manager**, where her passion for delivering exceptional dining experiences and her natural leadership skills quickly became evident. Sharon elevated the brasserie's service standards, ensuring every guest enjoyed a memorable meal. Her dedication to guest satisfaction and her ability to inspire her team made her a standout leader in the Food & Beverage (F&B) department.

Her success at the brasserie led to her promotion as **Restaurant Manager**, where she took on even greater responsibility. Sharon's attention to detail, innovative approach, and commitment to creating exceptional dining experiences were instrumental in enhancing the restaurant's reputation for quality and service. Eager to continue her growth, Sharon took the opportunity to broaden her experience at one of our sister properties, where she was appointed **Assistant Food & Beverage Manager**. This role allowed her to expand her leadership capabilities, working across different venues and managing larger teams. Her success in this role further demonstrated her ability to excel in a fast-paced, high-expectation environment.



After honing her skills, Sharon returned to **The Johnstown Estate** as **Director of Food & Beverage**, where she now oversees all dining operations. Her deep knowledge of the estate, combined with her experience and leadership, ensures that our F&B offering continues to deliver excellence across every outlet. Sharon's journey is a testament to her hard work and the career growth opportunities available at The Johnstown Estate.

MEET TAMARA – Our Director of Conference and Events Sales

Tamara's journey at **The Johnstown Estate** is a testament to hard work, dedication, and a passion for hospitality. Starting her career on **Reception**, Tamara quickly impressed with her warm, welcoming approach and exceptional attention to detail in guest services. Her ability to anticipate guest needs and provide seamless experiences set her apart, and she soon found herself moving into a more specialised role as **Wedding Coordinator**.

In her new position, Tamara thrived, using her organisational skills and creative flair to help couples plan their dream weddings. Her genuine passion for creating memorable celebrations led to her promotion as **Wedding Executive**, where she took on more responsibility, managing larger events and working closely with other departments to ensure every wedding was executed flawlessly.

Tamara's success in the wedding sector opened the door for further growth, and she was soon promoted to **Conference and Events Sales Manager**. In this role, she expanded her expertise to include managing a variety of corporate events, conferences, and private functions. Tamara's leadership, attention to detail, and strong client relationships helped drive growth in the events department, positioning The Johnstown Estate as a premier destination for both social and corporate events.

Most recently, Tamara was appointed **Director of Conference and Events Sales**, where she now oversees the entire department. Her journey from the front desk to director is a true reflection of her commitment to excellence and the opportunities for career progression available at **The Johnstown Estate**.

These are just a few examples of the inspiring employee journeys we have at **The Johnstown Estate**. We take pride in our team's longevity, with **two team members celebrating 20 years of service, eight with over 15 years, five with more than 10 years, and 26 celebrating 5+ years** of dedicated service. Their commitment reflects our supportive environment and the growth opportunities available to every team member. Will yours be the next success story featured?

Feedback & Great Place to Work Reviews

We're proud to share that we have maintained our **Great Place to Work (GPTW)** certification for two years in a row! This achievement is a direct reflection of the collaboration, commitment, and care that each of you brings to our workplace.

At the heart of our success are the **GPTW surveys** and **regular employee feedback sessions**, ensuring that your voice is heard and that your experiences help shape the future of our work environment. We listen closely to your input and take it seriously. Whether it's **increased flexibility, enhanced training programs, or wellness initiatives**, we continuously evolve based on what matters most to you!

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Benefits at The Johnstown Estate

At **The Johnstown Estate**, we believe that our team members are our greatest asset, and we are committed to providing a range of benefits designed to support your well-being, professional development, and work-life balance. Here's a look at what we offer to ensure your journey with us is as rewarding as possible:

- **20 Annual Holidays:** Enjoy a balanced work-life schedule with generous time off each year.
- **Employee of the Month Awards:** Your hard work and dedication will be recognized and rewarded.
- **Discounted Health Insurance:** We care about your health and offer reduced rates for health insurance.
- **Meals on Duty:** Delicious meals provided while you're on duty to keep you energized.
- **Uniforms Provided:** Professional uniforms are supplied to ensure you look and feel your best at work.
- **Complimentary Gym Membership:** Stay fit and healthy with access to our state-of-the-art leisure facilities.
- **Annual Christmas Party & Social Events:** Celebrate with the team at our Christmas party and enjoy ad-hoc social events throughout the year.
- **Life Assurance:** Peace of mind with life assurance at twice your annual salary.
- **Recommend a Friend Bonus Scheme:** Earn bonuses for referring talented friends to join our team.
- **Discounts on Spa and Dining:** Enjoy **30% off spa treatments**, **10% off spa products**, and **10% off dining** at our venues.
- **Employee & Family Rates:** Special rates for you and your family to experience the estate.
- **Cycle to Work Scheme:** Support for a healthier, more sustainable commute.
- **Length of Service Awards:** Recognition and rewards for your loyalty and dedication over time.
- **Savings Club:** Plan for your future with our savings program.
- **Team Member Social Committee:** Be part of a team that plans fun and engaging activities throughout the year.
- **Departmental Social Events:** Enjoy team-building activities and social gatherings within your department.
- **Birthday Month Luncheon:** Celebrate your birthday with a special lunch just for you!

At **The Johnstown Estate**, we strive to create a supportive, enjoyable, and fulfilling work environment where you are recognised and rewarded for your contributions.

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