



Role Profile

Fagansvarlig: Head of Bar Operations

The Copenhagen Pride Parade is Denmark's biggest, most colourful and most diverse human rights manifestation and for more than 25 years has brought the campaign for equality and diversity to the streets of Copenhagen.

The Head of Bar Operations is a vitally important role in our volunteer team, leading a large team of volunteers who manage and operate our bars at Pride Square (Rådhuspladsen) in Copenhagen and sometimes at other sites, such as on the Parade route. Income from our bars is an essential part of our budget which allows us to deliver the largest free Pride in Scandinavia whilst also supporting LGBTI+ projects in Denmark and abroad.

Replacing our current Head of Bar Operations who is moving on after eight years, this is a volunteer role but a key member of our Fagansvarlig team that meets regularly throughout the year to devise, plan and deliver our events.

Core responsibilities

- Take responsibility for the strategic planning of our bar operation for Winter Pride in February and the main Pride in August, including planning product ranges, numbers of bars and bar placement, and volunteer planning
- Work with the volunteer management team to plan, recruit, train and deploy volunteers across all bars during events
- Have overall responsibility for the delivery of bar operations during Copenhagen Pride events, including stock management, cash reconciliation and accounting, and adherence to law and licensing restrictions
- Work with our partnerships team to fulfil the requirements of our partners, especially those supplying or promoting drink products
- Be an active member of our Fagansvarlig group, attending and contributing to meetings throughout the year, and work with the team in our Secretariat to deliver

To fulfil the requirements of the Head of Bar Operations we anticipate you could expect to commit 6-8 hours per week throughout the year, with significantly more hours from May to August.



During Pride week in August we will need you to work more hours when our bars are operational. You may find that you wish to take time off from your full-time employment, for which a budget is available and remuneration can be paid.

Your skills and experience

- Experience of planning a busy retail / bar operation over several consecutive days
- Experience of managing a complex and busy bar operation, not necessarily at an outdoor event but likely with several service points and a large team
- Knowledge of food and beverage hygiene, quality control, stock rotation and management
- Experience of cash handling, security and cash management
- A sound understanding of licensing law and alcohol restrictions as they apply to Denmark and to public events
- Ability to think fast but with clarity, and skill at problem-solving and diffusing difficult situations, and confidence to challenge (for example, potential under-age customers)
- Computer literacy, especially with Gmail and Google Suite applications, is essential
- Basic understanding of project management and methods of recording tasks and progress
- Experience of working in a volunteer-led organisation, and of managing teams of volunteers
- Experience of working in a fast-paced and sometimes stressful environment and ability to stay calm and to bring calm to difficult situations
- Experience of working in a team and ability to take a collaborative approach
- Strong commitment to LGBTI+ equality, human rights and inclusion
- Fluency in Danish and English; proficiency in other languages is a bonus

Apply to be our Head of Bar Operations

Please send your resumé with a covering email explaining why you think this role is right for you, and your motivation to join the Copenhagen Pride team, to Benjamin Hansen (Organisational Chairperson) at Benjamin.hansen@copenhagenpride.dk.