



Hertford College
UNIVERSITY OF OXFORD

Shift / Night Lodge Porter Further Particulars

Job Title:	Shift / Night Lodge Porter
Department:	The Lodge
Salary:	£28,500 - £33,600 pa pro-rata (depending upon experience)
Hours:	Ave 32 hrs per week over 4 weeks (part-time)
Contract Type:	Permanent
Responsible to:	The Head Porter and the Domestic Bursar

This role encompasses a range of responsibilities, including front-of-house duties, ensuring security, and providing occasional pastoral care. This position requires a team player, who is also comfortable working unsupervised. The lodge roster follows a 4-week shift pattern cycle. We wish to appoint one new College Lodge Porter, for evening, night and day shift work at our main site at Catte Street, Oxford. Please see the working pattern and hours available within the Terms and Conditions section.

The College

Hertford College ("the one with the bridge") is a constituent college of The University of Oxford, and a registered charity. Hertford is one of the larger Oxford colleges, with roughly 750 students, two-thirds of whom are undergraduates. The main site lies in the heart of Oxford, occupied from the later thirteenth century by Hart Hall and, from 1740 until 1816, by the first Hertford College; and then, from 1822, by Magdalen Hall which was refounded in 1874 as the second Hertford College.

The Fellowship, which has responsibility for the governance of the college, currently consists of 40 fellows, the majority of whom are involved in undergraduate teaching. In addition, 30 lecturers supplement teaching provision, and around 125 members of administrative and domestic staff coordinate and support key activities. Fellows, lecturers, and students are drawn from a range of disciplines across the four Divisions. The Hertford community has over 7,000 alumni members.

This is an exciting time for Hertford as we approach the 150th anniversary of the refoundation of the college. The former Principal, Tom Fletcher, joined the college in 2020 and announced Hertford's vision for the next ten years, which includes ambitious building projects and a continued commitment to access, student support and sustainability. We have a wide-ranging new Development strategy supporting an increase in annual income across the board, and have launched a multi-million pound capital campaign. We have an academic strategy designed to facilitate excellence in teaching and research and an estates strategy that includes plans for the redevelopment of the library on the main site, the sports ground facilities and residential accommodation, as well as a new building project on a satellite site in North Oxford, and a low carbon house project in South Oxford.

Hertford is known for its progressive social agenda and proactive approach to access. The college is a friendly and open community where staff, fellows, alumni, and students work together for the best interests of current and future students. In the 1960s one of Hertford's academics, Neil Tanner, kick started access across the university by personally encouraging applications from state and maintained schools in the north of England, attracting young people from non-traditional backgrounds to study at Hertford. Today we consistently offer amongst the highest number of places to state school students and those from an educationally or socio-economically disadvantaged background.

Further information about the college is available at <http://www.hertford.ox.ac.uk>

The Lodge Porter Role

The list of duties presented below is not exhaustive; it simply provides a brief indication of the typical duties of a Porter.

Porters are expected to:

- 1) Attend at the Lodge, except when called away to an emergency or when carrying out a security patrol.
- 2) Operate the Lodge telephones, transfer calls, answer queries, and take and deliver messages.
- 3) Give accurate information to callers at the Lodge, as well as direct visitors. Porters are always expected to be courteous and helpful.
- 4) Receive mail, sort, distribute and despatch external mail, and deliver mail to the appropriate department or individual's pigeon holes.
- 5) Issue keys and Salto Fobs, keeping accurate records of issue and receipt.
- 6) Keep an accurate record of incidents.
- 7) Maintain a current record of all students, staff and Fellows in residence.
- 8) Be alert for incidents such as fire, flood and theft, and take appropriate action.
- 9) Receive, act upon and respond to lodge e-mails.
- 10) Monitor the security cameras, and act on anything unusual or suspicious.
- 11) Challenge trespassers and ask them to leave.
- 12) Carry out random security patrols within the College site, clearing any unsightly litter during patrol.
- 13) Respond to calls for assistance from all parts of College, including annexes.
- 14) Despatch deliveries of goods from the lodge (such as furniture, stationery, computer equipment) to their correct destination on the day they arrive.
- 15) Close gates and lock up the site in accordance with the prevailing timetable.
- 16) Keep the Lodge, and areas outside the Lodge in clean and tidy condition.
- 17) Ensure notices on notice-boards are current and remove out of date notices.
- 18) Read and understand the Emergency Procedures and SOP'S for the Porters Lodge. Ask the Head Porter for clarification or explanation of any points.
- 19) Take rapid and appropriate action in emergencies such as fire, accident or disturbance. Call the University security for support and the Police if necessary.
- 20) Undertake any duties that may be considered appropriate for the experience and capabilities of a porter.
- 21) Receive and record lost property items, storing any valuable items in the Lodge safe.
- 22) Always maintain confidentiality.
- 23) Administer First Aid, where necessary (training will be provided).
- 24) Always be smart and well-presented and groomed whilst on duty.
- 25) Assist with clearing and setting up meeting rooms.

Other Duties

The post-holder may be required to undertake other duties at the direction of the Head Porter and the Domestic Bursar, and to provide cover for colleagues in the Lodge in the event of absence.

Person Specification

Candidates from a range of backgrounds are encouraged to apply for this role. The ability to demonstrate possession of the skills and qualities specified below is more important than experience in a similar role.

Essential

The post-holder is required to be / have:

- previous experience of working in a similar role;
- in possession of excellent written and oral communication skills, with the ability to deal confidently and appropriately with a wide variety of people, including college staff, students, visitors and external agencies;
- calm under pressure, clear-thinking, with a methodical, thorough, accurate, and efficient approach to dealing with emergencies, as well as day to day activities;
- well-organised and able to multi-task, with the ability to prioritise activities;
- previous experience in a customer service environment;
- quick to learn new systems and processes, and able to assimilate, understand, and retain at times complex and detailed information;
- able to work resourcefully, and with minimum supervision, as a member of a small team – this includes being willing to take ownership of duties, and possessing the judgement to know how and when to take initiative, and when to refer to others;
- able to build effective working relationships with other teams in the college;
- IT-literate, with basic IT skills appropriate to a Windows-based office, and the preparedness to learn new applications as required;
- familiar with Health and Safety practices and regulations;
- flexible in their approach to work, with a co-operative attitude in order to ensure that the Lodge and the College as a whole maintains excellent standards of service.
- A good level of fitness is required in order to respond quickly to potential incidents around the College site(s)

Desirable

The post-holder will ideally possess:

- Previous experience of working in a College Lodge;
- tact and discretion in dealing with confidential or sensitive matters;
- sympathy with the values, ethos, and objectives of a small, collegiate institution;
- knowledge of emergency procedures and first aid;
- SIA training or equivalent.

Terms and Conditions

We are recruiting: 1 Shift / Night Lodge Porter. The average of 32 hour per week over a 4 week rota period is the equivalent to 85.33% FTE.

This is a permanent appointment, available for a start May.

The salary offered depends on skills and experience, £28,500 - £33,600 pro-rata per annum (£14.58 to £17.18 per hour). The post is eligible for membership of the OSPS pension scheme.

The Lodge Shift patterns (For Information purposes):

There are 5 types of shift patterns operating in the Hertford College lodge.

1. The Day Porters work Monday to Friday during the day. We are not current recruiting for a Day Porter.
2. The Evening Porter work Monday to Friday during the evening. We are not current recruiting for an Evening Porter.
3. **The Shift / Night Porters. We are current recruiting for Shift / Night Porter. Typically working a mix of evening, night and weekend shifts, (wk1=54 hrs, wk2=30 hrs, wk3=nil hrs, wk4=44 hrs) equivalent to 32 hours per week average over the 4-week roster period. This is what the Lodge Porter Shift/Night rota looks like:**

	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Hours
Week 1			15.00-21.00	15.00-21.00	15.00-21.00	15.00-21.00	15.00-21.00	30
Week 2								Nil
Week 3	19.00-07.00	19.00-07.00	21.00-07.00	21.00-07.00				44
Week 4	07.00-19.00	07.00-19.00			21.00-07.00	21.00-07.00	21.00-07.00	54

4. The Night Porters. We have 2 Night Porters. Typically working 7 nights on 7 nights off pattern. We are not current recruiting for a Night Porter.
5. The Weekend Day Porter. We are not current recruiting for a Weekend Day Porter. Typically working a 7am to 7pm shift.

There are no guaranteed shift allowances as part of the lodge remuneration package, however an additional £1 per hour worked between 23:00 and 07:00 will be paid to porters who are in sole charge of the lodge as an additional responsibility's payment.

The post-holders will need to have a flexible approach to working hours, as there will be particular periods of the year when longer working hours may be necessary (for which payment or time off in lieu will be granted). There is plenty of opportunity to pick up additional overtime shifts in the Lodge.

Benefits:

Annual leave: The college offers an annual leave entitlement of 28 working days, plus Bank Holidays, pro-rata for part-time employees. Bank holidays which fall within the full terms of the University of Oxford are normally worked, for which time off in lieu will be given. The holiday year runs from 1st October to 30th September.

Additional holiday days are awarded as longer services awards.

Employee Benefits Platform: Free access to thousands of discounts and savings via vouchers, reloadable cards, cashback and online voucher codes.

Free Meal: When on duty, a meal is provided free of charge when the kitchens are open.

Pension: The post is eligible for membership of the OSPS Pension Scheme, further details can be found at <https://finance.admin.ox.ac.uk/pensions>

Health and Welfare Support: Employee Assistance Programme. Free annual flu jab.

Travel Pass Loan: A discounted travel scheme is available with monthly deductions from salary.

Cycle to Work Scheme / Bike Loan: Monthly deductions from salary. On site cycle repair service at discounted rates.

Sports Facilities: Access to the University Sport club and Hertford's on-site gym.

University Card: for discounts in shops, cafes and restaurants and University Leisure facilities.

Staff benefits are outlined on the HR section of the college website: <https://www.hertford.ox.ac.uk/and-more/vacancies>

The appointment is subject to a probationary period of six months. The college may initiate a DBS check during employment. You may also be required to submit to a medical assessment that is satisfactory to the College, a medical questionnaire will be provided if relevant to your employment.

Application and Appointment Procedure

Those wishing to apply for the post should email the following documents to hr@hertford.ox.ac.uk by **12 noon on Thursday 9th April 2026**

1. CV (maximum three sides of A4)
2. A covering letter detailing how your experience, skills and qualifications meet the criteria for the post;
3. A completed Employment Application Form (available from www.hertford.ox.ac.uk/about/vacancies).

Applicants are also asked to complete and return an Equal Opportunities Monitoring Form (available from the college website www.hertford.ox.ac.uk/about/vacancies). The information collected on the Equal Opportunities Monitoring form does **not** form part of the selection process and will **not** be circulated to the selection panel. It will be used solely to monitor the effectiveness of the college's equality policy. Completed forms should therefore be sent to hr@hertford.ox.ac.uk as a separate document, and not contained in the same string as the other application materials.

Candidates must be eligible to work in the UK, and the appointment will be subject to provision of proof of the right to work in the UK before employment commences. Regrettably, the college is not able to sponsor applicants for a UK Work visa for this post. EU/EEA & Swiss nationals must have Pre-Settled or Settled Status.

The position may be discussed further with the Head Porter, Derek Lear, derek.lear@hertford.ox.ac.uk

In accordance with the General Data Protection Regulation (GDPR), we have implemented a privacy notice to inform you, as a prospective employee of our college, of the types of data we will process about you. We also include within this notice the reasons for processing your data, the lawful basis that permits us to process it, how long we keep your data for and your rights regarding your data. This Privacy Notice can be found on our website at this address: <https://www.hertford.ox.ac.uk/privacy>.

Hertford College is an Equal Opportunities Employer