

Shop Manager – Role Pack



About us



At Wessex Cancer Support we understand how important it is for people who are affected by cancer to have high quality emotional and wellbeing support. That's why we offer personalised support for people with cancer and their loved ones, that empowers them to live well with and beyond cancer.

Every year over 14,000 people are diagnosed with cancer within the Wessex region (Hampshire, Dorset and the Isle of Wight). A diagnosis can be a shock and have a huge impact on an entire family. We help and support people affected by cancer regardless of age, gender or type of cancer. Our dedicated team is committed to offering support for as long as people need it, away from a hospital environment.

All our services are provided free of charge; we have four drop-in cancer support centres, local outreach and an online service. Clients visiting any of our services are welcomed by volunteer befrienders who are trained to provide information, support and a listening ear. New clients will have an appointment with our Wellbeing Co-ordinator to agree a personal support plan which aims to help the individual deal with the emotional impact of cancer, improve well-being, help with pain management and increase self-confidence. The plan might include access to support groups or one-to-one sessions with one of our team of specialist counsellors and therapists. We also provide health and well-being information, exercise programmes, Sing for Life Choirs, and courses to help clients live well with and beyond cancer, plus a transport service for people from the IOW who are visiting the mainland for cancer treatments.

The charity relies on income from donations, legacies and our six charity shops to fund our work.

Our Vision and Mission

Our Vision

Everyone in Wessex affected by cancer will have access to personalised wellbeing support so that they can face whatever's ahead with more confidence.

Our Mission

To engage with local communities to help improve the emotional health and wellbeing of anyone affected by cancer.

Our Values and Behaviours



Our values drive everything we do – the services we provide, the decisions we make, the actions we take, the partners we choose, the way we treat each other. They are our statement about what matters to us, and how we hold ourselves accountable for our own behaviour.

We're **compassionate**

We do everything with kindness and care

- We take time to listen
- We strive to understand one another
- We are considerate when we respond to others
- We treat people as individuals and don't make assumptions

We're **purposeful**

We always aspire to go above and beyond, and we take responsibility for the decisions we make.

- We have a can-do attitude
- We are accountable and understand that our behaviour and approach reflects on the charity
- We use initiative and evidence to prioritise effectively and achieve the best outcomes
- We maximise time in the most effective way
- We take responsibility for our own personal professional development

We're **inclusive**

We offer a warm and friendly welcome to everyone. We celebrate and embrace the differences that shape who we are. Our door is open.

- We are friendly and approachable
- We are non-judgemental
- We challenge and root out prejudice
- We stay up to date with current terms and avoid using words and language that may offend

We're **collaborative**

We work with others so that we can always do our best for people with cancer and their loved ones.

- We respect other people's opinions
- We share knowledge and skills openly and try to help others whenever we can
- We participate in discussions, but do not dominate.
- We discuss matters objectively to find the best outcome.
- We proactively seek and accept feedback, using it to improve
- We give constructive, honest and open feedback
- We endeavour to be a great role model to others

A letter from our CEO

Dear Applicant

Thank you for your interest in this role with Wessex Cancer Support.

It's an important time for the work of the charity. We have just launched our new five-year strategy, which outlines how we will respond to an expected increase in demand for our services, as the number of people diagnosed with cancer continues to increase. We will continue to provide emotional and wellbeing support, and introduce a range of courses, workshops and talks that focus on empowering our clients to develop tools and skills to support them to live well with and beyond cancer.

We currently have six shops across the Wessex region - all profits help to fund our support services for people with cancer. The shops have a fantastic mix of fashion, bric-a-brac and household items and are focused on encouraging more sustainable shopping. We also have an online charity shop, and each of our shops is committed to growing online sales.

We're now looking for a Shop Manager at our Westbourne shop. You should have proven retail management experience with strong leadership and team development skills, a can-do attitude, bags of initiative and a strong focus on offering excellent customer service.

This is a great opportunity for a local person to make a real impact in our Westbourne shop, helping us to reach more people affected by cancer in the Wessex region.

We offer a supportive work environment, in addition to a range of benefits which include:

- A competitive salary and annual leave entitlement
- Contributory pension scheme
- Life assurance scheme
- Employee Assistance Programme, which offers GP appointments, counselling, and fitness and nutrition support
- Cycle to work scheme
- Mental health first aiders
- A personal development programme

We look forward to receiving your application.

Warm regards

Ian Creek

CEO



Role Description



Job Title:	Shop Manager – Wessex Cancer Support Trading Ltd
Reporting to:	Director of Retail
Based at:	Wessex Cancer Support Charity Shop, 63 Poole Road, Westbourne, Bournemouth BH4 9BA
Working Hours:	5 days per week (37.5 hours), working Tuesday to Saturday
Salary:	£25,200 per annum for 37.5 hours (salary review taking place in April 2026)

Role Summary

Driving Sales & Shop Success

- Working to achieve all sales and Gift Aid targets
- Analyse performance data to identify opportunities for growth
- Implement creative initiatives to boost footfall and revenue

Charity Ambassador

- Represent Wessex Cancer Support with professionalism and passion
- Promote the charity's mission and engage customers in Gift Aid conversations
- Build strong relationships within the local community
- Guide a team by consistently demonstrating our values in practice.

Volunteer Support & Teamwork

- Recruit, train, and motivate volunteers to deliver excellent customer service
- Foster a positive, inclusive team culture
- Provide ongoing coaching and feedback to ensure development and retention

Operations & Logistics

- Manage stock flow, pricing, and merchandising to maximise sales
- Ensure compliance with health & safety and retail standards
- Coordinate with other shops and departments for stock sharing and events

Best Practice & Procedures

- Maintain accurate records and adhere to organisational policies
- Ensure the shop meets audit and compliance requirements
- Continuously improve processes for efficiency and impact

Person Specification

Experience & Interests

- Proven retail management experience essential
- Strong leadership and team development skills.
- Passion for charity retail and customer engagement
- Commercial awareness and visual merchandising expertise.

Skills & Abilities

- Confident IT user, including Microsoft Word, Excel, and retail systems
- Strong numeracy and literacy skills
- Excellent organisational and problem-solving abilities

Attitude & Personality

- Energetic, proactive, and results-driven.
- A problem solver with a solution-focused mindset
- Inspirational leader with a collaborative approach
- Excellent communicator with a warm and approachable manner
- Resilient and adaptable in a fast-paced retail environment
- Creative thinker with a sense of humour

Practical Requirements

- Access to reliable transport or good public transport links

How to apply

If this role sounds like a good fit for you, we'd love to hear from you. To apply, please complete our [Online Application Form](#). We're only able to consider applications submitted via the application form, so please ensure it's completed in full.

Equality, Diversity and Inclusion

Wessex Cancer Support is committed to being inclusive and welcoming of diversity; please see our strategy and policy for further information. To measure our success in this area, we invite you to complete a very brief anonymous survey (link below). All information collected is confidential and anonymous; we appreciate that this information may be sensitive, and completion of the form is entirely voluntary.

<https://www.wessexcancer.org.uk/edi/>

If you have any questions at all regarding our EDI Strategy, the completion of this survey or would like the survey in an alternative format please contact jobs@wessexcancer.org.uk

