

About our client

As a one-stop concierge hub for businesses, our client aspires to lead through pioneering innovative strategies and harnessing cutting-edge technologies, instilling confidence in individuals and organizations. From facility management to customizing digital assets and spearheading unique talents, our client stands committed to serving their clients' needs amidst the complexities of an ever-changing world.

Requirement

Our client is hiring **Security Guards (BOUNCER)** as a part of their Security Division. Given below are the specifications pertaining to requirements and benefits.

Queries	Response Job Role
Category or Trade	Security Guard (BOUNCER)
No. of Demand	50
Min. Required Experience (India or Gulf/ International - please clarify)	<ul style="list-style-type: none"> • 2 plus years of related industry experience with Bouncer role. • Ability to speak clearly so others can understand. Must be Physically Fit and able to manage large crowd. • Basic security knowledge including but not limited to effective communication, time management, investigation and interpersonal skills. ability to handle emergency situations.
Communication Skills	<ul style="list-style-type: none"> • English is a must (speaking, reading, and writing). • Any other language will be an advantage. • Good understanding of legal guidelines for security and public safety • Knowledge of standard security concepts, practices and procedures
Required Min. Qualification	12TH PASS and Above
Age Limit	25 - 40 YRS
Height	6 Feet (Minimum) – Mandatory
Physical Appearance	Smart & No visible Tattoos, Scars etc.
Duty Hours	12 HRS
Working Days	6 Days (26 Days in a Month)
Basic Salary (Monthly)	1200 AED
Security Allowance	720 AED (Subject to physical attendance)
Over Time	342 AED (for 52 hours overtime per month. Overtime allowance shall be subject to actual performed overtime hours pursuant to work need by the employer)
Gross Salary	2262 AED (Per Month)
Food Allowance	By Candidate
Accommodation (Y/N)	Yes (Shared)
Transportation (Y/N)	Yes
Medical Insurance	Yes
Contract Period	2 Years
Job Location	Dubai
ECR passport accepted or not	Yes
PCC is required for visa processing	PCC Required (From Local Police Station)
Emigrate Registration	Yes
Leave Benefits	As per the UAE Labour Law
Interview Type (Online or Offline)	Offline
How long it will take to get visa after selection	ASAP
Medical for Visa Process (Normal/GAMCA)	Normal Medical
Joining Air ticket	By Candidate

Name:	JIN: HR/JDD/SG-001
Job Title: BOUNCER	Department: Central Operation
Grade: NS2	Line Manager Job Title: Account Supervisor
Job Family: Operation Support Services	Line Manager's Manager Job Title: Security Manager
Reporting Staff (Y/N): N	No of Positions (Single/Multiple): Multiple

I. Job Accountabilities

(Highlight the key result areas / functions of the role in order of priority and also indicate the time allocation to each of these functions).

Job Accountabilities (Briefly explain 4 to 5 main accountabilities of your role.)	Time Allocated (% age of)	Performance Measure (List 2 to 3 key objectives of each accountability area.)
<p>1. Surveillance, Patrolling & Manage Security Risks. Checking IDs to ensure that only those who are of legal drinking age are served alcohol. Enforcing rules regarding dress code, minimum age requirements for entry, and other regulations Monitoring the crowd for any signs of unruly behavior, aggression, or intoxication, and taking appropriate action to prevent any potential altercations or harm to patrons. Assisting in the handling and removal of any individuals who are causing disturbances or refuse to comply with the policies or requests from management or security personnel. Collaborating with other security staff, management, and local law enforcement if necessary to handle any emergency situations or incidents that may arise, such as fights, thefts, or medical emergencies. Keeping a vigilant eye on the venue's entrances, exits, and property to detect and prevent unauthorized individuals from gaining access or engaging in illegal activities.</p>	35%	<ul style="list-style-type: none"> - Demonstration of patrols based on required frequency. - No. of security breach reported - No. of complaints received
<p>2. Documenting / Recording Information / Inspection / Cause Report Ensure recording of all visitors' entry and exit. Entering, transcribing, recording, storing, or maintaining information in written or electronic/magnetic form, and report to the client's representative. Record data such as property damage, unusual occurrences, and malfunctioning of machinery or equipment, lost and found items for the use of supervisory staff. Responsible to prepare the incident report, identify the cause of errors or other.</p>	15%	<ul style="list-style-type: none"> - Availability of reports and Accuracy of daily report - Reporting Turn Around Time and maintaining neat and legible reports - Evidence must be available to illustrate that all visitors are correctly signed in and issued with the relevant visitor pass.
<p>3. Communication and Conflict Resolution Conflict resolution techniques in order to de-escalate potentially volatile situations. This may involve using verbal communication, negotiation, or assertiveness to defuse tensions and restore order. Enforcing the establishment's policies and rules, such as dress code, no outside drinks, or no smoking, to maintain a safe and enjoyable environment for all guests. Communicating with Supervisors, Peers, or Subordinates, Providing information to supervisors and co-workers in written form, e-mail and telephone (to be documented after the call).</p>	20%	<ul style="list-style-type: none"> - No. Of Resolution - Client satisfaction - Communication TAT's with control office / LINE
<p>4. Safety and Alarms Oversee the premises to verify safety or conformance to standards, Answer alarms and investigate disturbances. Watches and reports irregularities, such as fire hazards, leaking water pipes, and security doors left unlocked and checking of fire exit doors. Call police or fire departments in cases of emergency, such as fire or presence of unauthorized persons.</p>	20%	<ul style="list-style-type: none"> - No. of incident reported / detected for health & safety hazards and risks are detected and must be reported to HSE Representative / Site manager
<p>5. Physical Attributes / Punctuality Must be alert and attentive to deliver the task at all the times. Maintain clean attendance record and avoid late arrival at Work place.</p>	10%	<ul style="list-style-type: none"> - Shave cleanliness - Uniform cleanliness - Physical Fitness - Attendance record / no. of absents - Daily arrival and departure time to meet the criteria

II. Job Requirements

(Indicate the minimum educational / professional qualifications, formal training, practical experience and key job competencies required to satisfactorily perform the functions of the role).

Academic	Secondary School or Equivalent
Professional	Qualified Ex Army, Police, Civil Defence / etc.
Formal Training	Years of industry experience and on-the-job training
Practical Experience / Skills	2 plus years of related industry experience with Bouncer role. Ability to speak clearly so others can understand. Must be Physically Fit and able to manage large crowd, basic security knowledge including but not limited to effective communication, time management, investigation and interpersonal skills. ability to handle emergency situations.