



Job Title	Retail Manager
Reporting to	Area Manager
Line Manager to	N/A
Salary	£25,098
Contract	Permanent Full time (35hrs pw)
Based at	Faversham Shop
Closing Date for your Application	12:00hrs 30 <sup>th</sup> January 2026
Interview Date/s	12 <sup>th</sup> February 2026, 17 <sup>th</sup> February 2026 (STC)
Contact for Questions	About the process: <a href="mailto:hr@pilgrimshospices.org">hr@pilgrimshospices.org</a> About the role: <a href="mailto:Tim.Stewart@pilgrimshospices.org">Tim.Stewart@pilgrimshospices.org</a>
Website	<a href="http://www.pilgrimshospices.org.uk">www.pilgrimshospices.org.uk</a>



## What you'll be a part of:

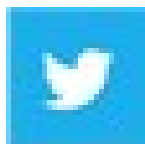
At Pilgrims, we believe in creating a space of hope, dignity, and support, not only for people with life-limiting illnesses but for their families as well. Our locations in Canterbury, Ashford, and Thanet provide a wide range of services, from inpatient care to hospice at home and community programs—all focused on helping patients live well, no matter their diagnosis.

*"I've never worked somewhere that is quite so lovely"*

Far from being places of sadness, our hospices are places of life—where people can find joy in moments, no matter how small, surrounded by family, friends, and compassionate care teams. We don't just treat symptoms; we offer emotional, spiritual, and social support to ensure both patients and their families are uplifted. Whether it's through sharing laughter, enjoying a favourite activity, or simply making cherished memories, we aim to bring happiness to every day.

Being part of the Pilgrims team means that your role contributes to something much greater - helping create an environment where families find strength, comfort, and even happiness during difficult times. Whether you're working behind the scenes or on the front lines, every contribution plays a crucial part in enabling us to provide free, compassionate care to over 2,500 people each year.

**You can read more about working at Pilgrims on our website and our social media. If you are reading this digitally, you can click the links below.**



## The Role in One Paragraph

The post holder is responsible for the effective operation and management of one of Pilgrims Hospices shops and volunteers. The post holder will also be required, on occasion, to support other shops in the area as directed by their line Manager.

You will be expected to meet and where possible exceed financial targets, ensuring the shop is suitably staffed by either paid staff or volunteers to maximise trading

You will be picking and sorting or ordering stock when required from our central distribution site.

You will be responsible to ensuring that your team of volunteers are regularly updated with sales figures, and information from the rest of the retail estate and from the Hospices. It is vital that everyone knows what is going on and what impact they are having on supporting the Hospices.

## The Organisation

Pilgrims Hospices provide care and support for patients with life-limiting illness and their families.

As well as caring for their clinical needs, we support our patients to feel comfortable and happy, whether by spending time in our beautiful gardens, having pamper days, playing a board game with their loved ones, eating their favourite meal or whatever is special to them.

To find out more about the other teams and get an idea about the size of the organisation and exactly where this role sits, please see the Organisational Chart included at the end of this job pack

**If you are reading this online, you can click the thumbnail below to watch a short video about Pilgrims**



*‘At the hospice, there is a clear philosophy that when you’ve finished work, you’ve finished work- you’re not expected to take work home with you. I’m so much happier’*

## Our Vision

*“Of a community where people with a terminal illness and their family and friends are supported and empowered to live well in mind and body until the very last moment of their life”.*

We recognise that our workforce is integral to the delivery of [our Vision](#) and our charitable aims. Pilgrims Hospices continues to create a highly skilled, motivated, engaged and healthy workforce by providing an environment where staff and volunteers feel highly motivated to perform their roles to a consistently high standard, and actively role model our charitable behaviours and values.

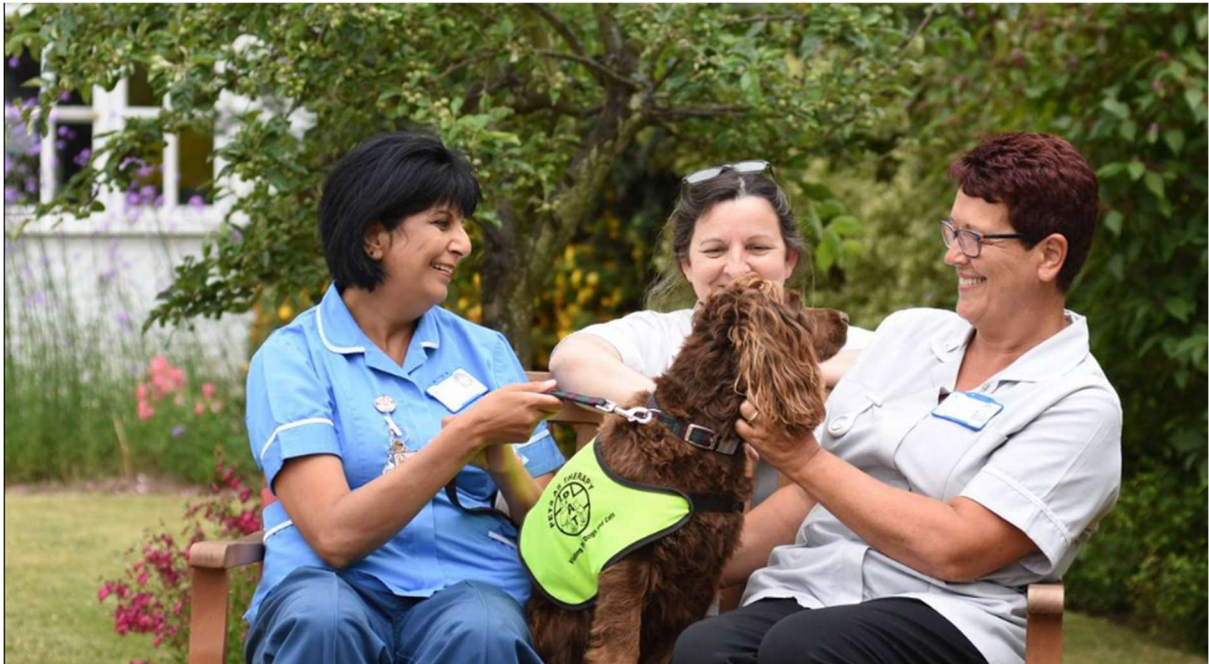
To achieve [our Vision](#), we have a shared set of values and behaviours that enable us to be the people and the charity that patients and their loved ones need us to be. They form [our CODE](#), which guides us in our daily working and decision making:

**Compassionate** We treat everyone with compassion and care

**Open** We communicate openly, honestly and effectively

**Dynamic** We are dynamic, improving and developing our service

**Empowered** We empower people to achieve their outcomes



*'I've met some wonderful and kind people here; it is a lovely place to work and I have witnessed how much thought and respect is given to staff and volunteers alike with the 'Thank You' events and the 'Personal Best' programme to name a few'*

## Terms and Conditions

Role title	Retail Manager
Contract	Permanent Full time
Salary	£25,098
Probation Period	6 months
Annual Leave	26 days + public holidays
Based	Faversham Shop
Pension	<p>We operate a defined contribution group pension scheme and make and employers contribution equivalent of 6% of gross pay into this scheme alongside an employee contribution equivalent of a 2% from your pay.</p> <p>Or, if you are a member of the NHS Pension Scheme and have contributed in the 12 months prior to commencement of employment, you are eligible to continue contributing to the NHS Pension Scheme. You will receive an employer's contribution of 20.6% of gross pay, alongside your employee contribution (rate dependant on hours and salary level)</p>
Parental Leave	<p>Pregnant employees who have worked for Pilgrims Hospices at least 12 months at the 15th week before the expected week of childbirth, will be entitled to: 8 wks' full pay, 18 wks of ½ pay plus SMP and 13 wks at Statutory Maternity Pay.</p> <p>*The initial 8 weeks of Enhanced Maternity Pay is inclusive of SMP</p>
Notice period after probation	1 month

# Organisational Chart

