

SCENIC GROUP



Who we are



SCENIC GROUP

Our Headquarters are located in Zug, Switzerland. Our goal is to operate the Scenic Group fleet with the best resources available. When we talk about resources, we mean people. We are committed to finding and nourishing the best new talents in the industry.

Scenic's route to global success started in 1986 with coach tours operating throughout Australia. Over the years, new markets have

been discovered and developed. A new historic chapter commenced in 2008 as Scenic took on the exciting world of river cruises. Emerald Cruises followed in 2013. Since then, Scenic has continued to grow the river cruise ship fleet, and today we have a total of 20 ships sailing across the rivers of Europe, including the Rhine, Main and Danube, the French rivers and the Douro River in Portugal.



Why Scenic



WHO IS THE RIGHT CANDIDATE FOR SCENIC

At Scenic we believe in positive attitude, in passion for your work, in proven work experience at establishments which taught you everything you know today. Our selection process follows these principles. „Amazing People Creating Wonder“ is our mantra and we go to great lengths to ensure we select only those people who can create memorable guest experiences.

CREW BENEFITS

- Complimentary crew internet
- Complimentary sports massage
- Two full days off per month
- Access to the Gym/Fitness room
- Crew entertainment centre in crew area
- Possibility to join guest excursions
- TV and movies on demand in each crew cabin
- Discounts on board shop items
- Crew travel assistance
- Opportunity to work on our ocean vessels during the off-season
- Granted crew welfare during the sailing season
- Attractive salary package



„My journey with Scenic started in 2014 when I joined in France as a Restaurant and Bar Steward.

The company supported me in developing my leadership skills, and every new year I stepped up into a new position.

I made my way up to Butler, Head Butler, Assistant Restaurant Manager until I reached the Restaurant Manager position

I strongly believe that amazing people create wonders, and I'm looking forward to the future with the Scenic Family.”

Information

YOUR SEASON

Our operating season for the hospitality crew is typically 7-8 months, starting March - April ending November - December.

The Operations for nautical / technical crew is continual and is based on the rotation schedule defined by the company.

TRAVEL EXPENSES

Hospitality crew - Travel arrangements to and from the place of work are at the sole responsibility of the Employee. Upon successful completion of the Contract and against the presentation of original receipts, the Employer will compensate the Employee for the travel expenses defined in the contract agreement.

Exception: Employees from certain countries - travel arrangements as defined in the contract agreement.

Nautical / Technical crew - Travel arrangements to and from the location of work are at the sole responsibility of the Employee.

Against the presentation of original receipts, the Employer will compensate the Employee for the travel expenses based on the approved rotation plan.

VACATION

As long as smooth operations can be guaranteed, annual paid vacation shall be granted during the season, depending on occupancy and possible cruise interruptions.

Nautical / Technical crew

The vacation schedule is based on the approved rotation plan defined by the Company.

CONTRACT

Swiss or French contract depending on the Employer's sailing schedules.





INSURANCE & BENEFITS

Social insurance fees, health and accident insurance as well as board and lodging are covered by the Employer and are detailed on the Employee's monthly salary statement.

SALARY

NET salary refers to the resulting amount after deduction of all contributions for social insurance contributions, health insurance, daily allowance insurance, and withholding tax, but before deduction of personal taxes. In this respect, the employee is responsible for paying taxes at his place of residence.

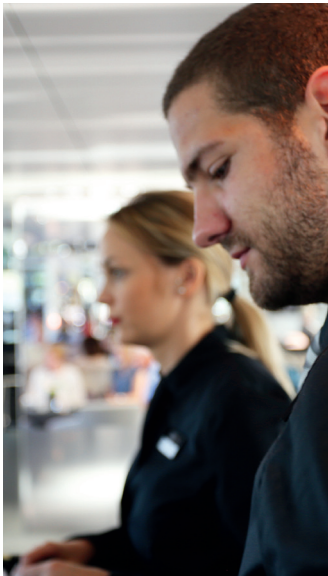
The salary will be paid to to a bank account in the employees name as per bank details submitted by the employee. The salary entitlement starts from the first effective working day.

GRATUITIES

Tips are included in the net salary and are paid during the entire duration of the employment contract.

UNIFORM

The employer provides a tailored uniform. A fee of two hundred and fifty Euro (€250) shall be deducted from the Employee's Salary as uniform, equipment, and key fee. In this respect, one hundred and twenty-five Euro (€125) shall be deducted from the Employee's first salary. The remaining one hundred and twenty-five Euro (€125) shall be deducted from the Employee's second salary.



What we offer

WHAT TO EXPECT ON BOARD

At Scenic, we strive to make our ships your home away from home and offer you a positive working environment. Our on-board teams are encouraged to foster open-door policies and care

TRAINING

We are excited to offer more than 100 informative courses on our global e-learning platform – Scenic Academy – providing custom-built training courses for our on-board crew across our two brands: Scenic & Emerald Cruises

The Scenic Academy is a fantastic tool, offering quick and easy to complete courses continuingly to keep your knowledge current and prepare you for the upcoming season.

The Season Start Campus is a ship specific training campus, starting nine days before the first sailing with guests.

eLibrary:

The Scenic Group eLibrary is the new Cruise Operations Manual containing all Brand Standards and Procedures of Scenic and Emerald Cruises on European Rivers. The eLibrary is a multimedia handbook that is optimized for desktop and mobile devices. It can be accessed online with the browser of your choice.



Europe River Cruising





OPPORTUNITIES TO GROW WITH SCENIC

The „Amazing People Creating Wonder“ that Scenic select carefully, are the ones with the potential to develop into future management roles.

With this philosophy at heart, we created internal promotion paths where talented, hard-working employees have the chance to prove themselves and advance their careers.

MEALS

Breakfast is served in the crew mess.

In general, lunch and dinner for the crew are one hour before the guests' meals in the guest's restaurant. In case of early guest dinner, crew dinner will be rescheduled for afterward – this will be communicated to the crew in advance.

YOUR CABIN

Most crew cabins are shared rooms (en – suites) - shared with another crew member of the same gender. Captains, Engineers, Cruise Directors, Hotel Managers, and Executive Chefs are entitled to a single cabin.

ADVANTAGES OF WORKING ON THE RIVER

- You get paid to travel
- NO cost of living
- Paid contributions
- Save Money in a very short time
- Meet new people and cultures
- An awesome life experience

THE SEVEN WONDERS OF SERVICE

BE GENUINE **W**ITH A SMILE

OWN & RESOLVE CHALLENGE

ANTICIPATE **N**EEDS

DELIVER MEMORABLE EXPERIENCES

TOGETHER **E**VERYBODY **A**CHIEVES **M**ORE

BE **R**ESPECTFUL & HAVE FUN

STRIVE TO BE THE BEST

SCENIC
GROUP



Scenic All Jobs

GALLEY JOBS

Executive chef
Executive Sous Chef
Junior Sous Chef
Chef de Partie
Chef de Partie - Pastry
Junior cook
Kitchen Helper
Dishwasher

PROGRAM SERVICES JOBS

Tour Director
Cruise Director
Activity Manager
Enrichment Manager

HOUSEKEEPING JOBS

Executive Housekeeper
Assistant Executive Housekeeper
Cabin / Laundry Steward/ess

FRONT OFFICE JOBS

Hotel Manager
Front Office Manager
Receptionist
Night Auditor

RESTAURANT JOBS

Restaurant Manager
Assistant Restaurant Manager
Restaurant / Bar Steward/ess
Bartender
Butler

SPA JOBS

Hairdresser / Laundry Steward/ess
Wellbeing Coach

NAUTICAL JOBS

Captain
Staff Captain
Engineer
Mate
Sailor