

Distribution and Revenue Manager

About us

Hospiria is an integrated Software + Service offering for independent property managers and portfolio owners. We offer our partners the ability to maximise occupancy levels, nightly earnings and overall income efficiently without the need for additional in-house resource, by giving users an all-in-one system for managing their accommodation business.

Hospiria's mission is to help independent property managers and portfolio owners thrive in the short- and mid-term rentals market. We do this by providing a single technology to market, distribute and manage bookings as well as provide the tools for operational efficiencies for our partners. Together we deliver professional short term stays to guests all over the world.

This is an opportunity to join an exciting, technology-led business with a high energy team who work closely on delivering an excellent customer experience. You will have the chance to learn new skills, be involved in significant projects and make an impact on many different areas of the company.

We are looking for bright and ambitious people to help continue to grow the business. Applicants should be adaptable, flexible and proactive in developing their own skills and capabilities. We celebrate leaders at every level of the business who demonstrate independence in their work while contributing to the culture and broader environment of the Hospiria team.

About the role

The Distribution and Revenue Manager role will be instrumental in our growth plans for Hospiria. They will focus on building and managing strategic relationships with multiple booking platforms, bringing our properties to a larger audience, onboarding and optimising our Hospiria listings, and implementing revenue management strategies to maximise our occupancy and nightly rates.

We are looking for a genuine self-starter who has the ability, potential, and a thirst to learn and grow as the company does. The role would best suit someone who is practical and hands-on, who wants to dive in, make an impact on our businesses, and establish a career for themselves in a scale-up environment. The role would best suit somebody who already has experience in platforms' distribution and revenue management.

Specialist skill set and responsibilities

The Distribution and Revenue Manager will play a key role in ensuring the efficiency and quality of our platform presence and data analysis. Specifically,

- **Platform Relationship Management** - Owning the relationship with platforms which provide our critical routes to market.
- **Ensuring Portfolio Listing Quality** - Overseeing the platform-related elements of the property onboarding process for Hospiria partners and ensuring that the portfolio is optimised.

- **Revenue Management** – Performing market analysis, setting revenue targets, mapping and implementing our rate strategies.
- **Performance Optimisation** – Using your knowledge of the market to ensure that our Partners' inventory is performing as well as it can and to review and introduce new listing capabilities.
- **Reporting & Analysis** – Provide regular insights and reporting to leadership and the broader team on the potential for improvement.

General capabilities

- **Continuous improvement** – Proactively identify improvements beneficial to the company and be part of the delivery of any initiatives implemented.
- **Customer data excellence** – Understand our data deeply, be able to report on trends and related solutions and own the quality of data in our systems for your area.
- **Personal development** – Lead your own personal development and training to help you carry out your role more effectively, as well as delivering any team training within your areas of expertise as and when required.
- **Values and Behaviours** – Uphold, safeguard and promote our values and behaviours at all times.
- **Policies and procedures** – Have good working knowledge of our policies and procedures and ensure yourself and your team work within them at all times.
- **Legal and regulatory** – Maintain records in line with current legislation, in particular GDPR, AML and Health and Safety.

As a young company, you will have the freedom to drive continuous improvements in how we operate – and we genuinely want you to drive improvements and take the lead, not just take direction.

Applicants should be adaptable, flexible and proactive in developing their own skills and capabilities.

You should love the idea of supporting a team while also being able to work independently. As a scale-up business you will also have a key role to play as a team member in helping us to ensure that all our customers have a positive and seamless experience.

You must enjoy interacting with customers and partners, demonstrate excellent attention to detail, and be able to multi-task. You will often be the face (digitally, written, and in person) of the company and must be comfortable and confident in this role.

What we are looking for

- 3+ years' experience in sales platforms' distribution and revenue management
- Comfortable with systems, technology and behaviors to successfully manage issue resolutions
- Someone who thrives under pressure and with constantly changing dynamics
- A people person who thrives on working with others and loves building personal connections that drive growth
- Someone who is organised and detail oriented

- Someone who has strong written, verbal and interpersonal skills who's energetic and focused
- Someone who has a strong desire to expand and acquire new skills

What we offer

- Enterprise Management Incentive (EMI) tax-advantaged share option scheme
- Discretionary bonus scheme
- Flexible and remote working options (including sabbaticals)
- 25 days holiday plus the flexibility to buy or sell 5 days
- An exciting and fast-paced environment with lots of development and growth opportunities
- Friendly team and regular socials together
- Support from a mentor on how to grow your future career
- Informal ongoing development and training on key business skills, such as project management
- Cycle to Work Scheme
- Discounts for you and your family and friends on our properties
- Rewards for introducing new customers and team members

Our business is going places and we want you to as well. Hospiria is part of the UnderTheDoormat Group so, if you're interested in playing a key role in our team, please get in touch at team@underthedoormat.com.