



VILLAGES NATURE®
PARIS

**Jobs at
Villages Nature® Paris**

Press kit

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An all new holiday experience

Villages Nature® Paris is a short and medium stay destination that is reinventing the concept of holidays. Just minutes from Paris and Disneyland® Paris, it presents a new art of living in harmony with Nature.

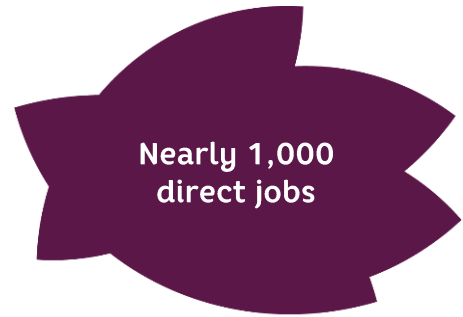
The destination is a major innovation in sustainable tourism, whose **every detail has been designed to minimise the site's ecological footprint** and revolutionise tourism practices.

Villages Nature Paris sees the quest for harmony between Man and Nature as a way to reconnect with the self and others, and builds on this concept to create a place of exploration, encounters and moments shared. Inspired by that quest, **the destination's immersive worlds and accommodation are designed to guarantee new experiences with every holiday.**

There's no need to travel far to escape, recharge and reconnect with loved ones. Whether guests want, **entertainment, discovery, sport or relaxation**, they're all brought together for the first time in one destination.

From cottages to apartments, in the village, in the woods or by the lake, Villages Nature Paris has options **to suit every guest**, putting the perfect holiday within everyone's reach.

When it opens its doors in **July 2017**, Villages Nature Paris will **bridge the gap between the City and Nature**, offering guests from France and around the world **the chance to escape for a break** while also exploring the cultural treasures of the Paris region or experiencing the magic of Disneyland® Paris.



Key dates:

Spring/Summer 2014:

Funding and employment agreements signed

December 2014:

Cornerstone laid

October 2016:

National agreement with AGEFIPH signed

December 2016:

First operations positions opened

July 2017:

Scheduled opening date

Key figures:

259 hectares (640 acres) in total, including 120 hectares (297 acres) of development with less than 10% built environment

16 hectares (40 acres) of recreational facilities

5 immersive worlds: Aqualagon, BelleVie Farm, Extraordinary Gardens, Forest of Legends and Lakeside Promenade

916 cottages and apartments offered in 3 styles: Cocoon VIP, Country Premium and Clan Comfort

More than **1 million guests expected per year including an estimated 200,000 day visitors per year**

100% of the destination's heating requirements covered by geothermal energy, including heating and hot water for all buildings and bathing water in the Aqualagon



Our employment commitments

Villages Nature Paris will create **nearly 1,000 direct jobs** when it opens (including jobs at partner organisations and subcontractors) and **1,600 indirect jobs**, generated by our guests' spending off-site.

In July 2014 Villages Nature® Paris signed a Jobs Agreement with the French government, the Paris Region, the Seine-et-Marne Department and Pôle Emploi, pledging to make special efforts to recruit candidates from the local area, prioritising the following groups:

- employees looking for transfer opportunities,
- people seeking to enter the workforce,
- and workers who are registered as disabled.

As the destination will be open year round, **most of the jobs will be permanent contract positions**. These positions will span **60 different job titles** ranging from guest services (reception, activities and events, catering, etc.) to support services (maintenance, groundskeeping, housekeeping, security, etc.). **The areas with the most jobs available are housekeeping, catering and retail.**



A VARIETY OF POSITIONS

Operations positions with significant interaction with the public:

- Reception
- Activities (e.g., kids club instructors, specialised recreational activities)
- Aquatics (e.g., swimming attendants, lifeguards)
- Restaurants & Retail (e.g., all catering roles, shopkeepers and sales assistants, depending on the type of shop)

Operational support positions:

- Security (e.g., security officers)
- Housekeeping (e.g., housekeeping staff, cleaning staff)
- Groundskeeping, including animal care (e.g., general and specialised gardeners)
- Maintenance (e.g., technical and general maintenance staff)

A strong commitment to inclusion of disabled workers

Villages Nature Paris has set **a goal of ensuring disabled workers make up 6% of its workforce upon opening**, rather than within three years as allowed by law. To support this initiative the destination signed an agreement with **AGEFIPH**, an association that helps place disabled workers in jobs, in addition to its partnerships with DIRECCTE, Pôle Emploi, the regional and departmental authorities, CAP Emploi, Missions Locales and other key stakeholders in the jobs sector. **All positions are open to disabled workers.**

The applicant's skills alone will be considered (any need to adapt the workplace will be evaluated). Job descriptions clearly presenting the conditions of suitability for the positions and the capabilities required have been developed so that all candidates can apply with a full understanding of the position.

"At Villages Nature Paris, we are convinced that working alongside colleagues with disabilities develops an open mind in all employees and helps everyone learn to provide quality service for disabled guests."
David Merafina, Director of Human Resources, Villages Nature Paris

More than just employees: artist-artisans

Activity leader, supervisor, waiter, gardener, restaurant manager, front desk, technician – whatever their role at Villages Nature Paris, every associate works to ensure a successful holiday for each guest.

A commitment to excellence goes without saying, but our employees add passion and creativity to the mix to reinvent the concept of holidays for our guests. This is what makes them artist-artisans. They each play a part in the destination and are among its greatest assets.

Our experts strive to provide quality service and special attention to our guests at every moment. Their greatest pleasure is to share and pass on their love for what they do. By facilitating conversations and making connections, they bring the Villages Nature Paris experience to life for our guests, awakening new talents, interests and desires.

Our employees are hard-working and responsible, demonstrating the values and culture of Villages Nature Paris: high standards, generosity, listening skills, optimism, initiative and a sense of humour.

This commitment is shared by both parent companies in their quest for excellence in hospitality and service.

What are we looking for?

“For positions which involve a great deal of interaction with guests, it is essential that our employees speak a second language, preferably English. Proficiency in a second language is obviously a plus in other positions as well.

A sense of hospitality and quality service is also key to ensuring the best conditions for every stay.

In order to adapt to fluctuations in business, we are looking for flexible, versatile candidates.

In addition to the right skills, we are interested in applicants whose personalities are a good fit with the values and culture of Villages Nature Paris: high standards, generosity, listening skills, optimism, initiative and a sense of humour!”

David Merafina, Director of Human Resources, Villages Nature Paris



Operations positions

Reception (49 jobs):

Whether they are service managers, front desk staff or receptionists, they are the first point of contact with our guests. They play an essential role in a good holiday for our guests, welcoming them, providing information and guiding them towards the immersive worlds and activities that will make their stay even more memorable.

Positions to be filled:

- Reception Supervisors - 3 jobs
- Reception Team Leaders - 6 jobs
- Transport/Mobility Desk Associates - 12 jobs
- Front Desk Associates - 21 jobs
- Bike Rental Associates - 7 jobs

Activities (32 jobs):

Our activities staff lend their enthusiasm to our athletic, recreational and creative activities programme. Their goal: to give guests unforgettable experiences while ensuring their safety.

Positions to be filled:

- Activities Manager - 1 job
- Activities Supervisors - 4 jobs
- Nature/Sports Activity Leaders - 20 jobs
- Kids Club Activity Leaders - 7 jobs

Aquatics (73 jobs):

The only thing our guests should have to worry about is climbing our giant slides or making the next round of beach volleyball. Our aquatics supervisors and lifeguards are responsible for ensuring that the Aqualagon and Beach are safe and comply with hygiene regulations.

Positions to be filled:

- Aqualagon Supervisors (French BPJEPS AAN certificate) - 3 jobs
- Aqualagon Team Leaders (French BPJEPS AAN certificate) - 7 jobs
- Aqualagon Lifeguards (French BPJEPS AAN certificate) - 17 jobs
- Aqualagon Swimming Attendants (French BNSSA certificate) - 46 jobs

Restaurants & Retail (250 jobs approx.):

With 8 restaurants to choose from, including a bistro, an Italian restaurant, a burger shop and several healthy on-the-go options, guests can savour their holiday at their own pace. A small grocery and a bakery round out the offering. From food preparation to cooking and counter service, all our catering staff play an important role in crafting delicious dishes from fresh products to delight our guests. Dishwashers complete the team. Dining room managers, waiters and bartenders attend to diners' every wish. On the retail front, self-service employees, cashiers and sales assistants run our various outlets (food and non-food shops, bike rental centre, etc.) and advise our guests.

Positions to be filled:

- Retail Team Leaders
- Cooks (with and without experience)
- Waiters/Waitresses (with and without experience)
- General Catering Staff (with and without experience)
- Dishwashers
- Inventory Managers
- Cashiers (with and without experience)
- Bakers
- Bartenders



Operational support positions

Security (53 jobs):

The security department comprises a security manager (French SSIAP 3 diploma), security and fire safety (SSIAP 2) section heads, security officers (SSIAP 1) and safety officers. It is responsible for the security of people and goods (site safety, fire protection and compliance with sanitation, health and environment regulations).

Positions to be filled:

- Safety & Security Manager (French SSIAP 3 & CAP/CQP-APS certificates) - 1 job
- Security Section Heads (French SSIAP 3 & CAP/CQP-APS certificates) - 5 jobs
- Fire Safety Section Heads (French SSIAP 2 & CAP/CQP-APS certificates) - 5 jobs
- Security Officers (French SSIAP 1 & CAP/CQP-APS certificates) - 21 jobs
- Safety Officers (with and without experience – French SSIAP 1 & CAP/CQP-APS certificates) - 21 jobs

Housekeeping (270 jobs approx.):

Our team of housekeepers and cleaning staff keep all of the site's apartments, cottages and facilities clean.

Positions to be filled:

- Housekeeping Manager
- Housekeeping Assistant Manager
- Housekeeping Supervisors
- Housekeepers/Inspectors
- Accommodation Cleaning Staff
- General Cleaning Staff
- Housekeeping Stock Managers

Gardening, Groundskeeping & Animal Care (42 jobs):

Proper care of our vegetation is essential to guaranteeing an excellent guest experience in every season. Not only do our gardeners oversee the care and quality of every plant on the site, they also share their passion and knowledge to inspire our guests to cultivate their own gardens.

Biodiversity and Wildlife Coordinators protect and develop the site's biodiversity, from wetland areas to forest ecosystems, gardens (decorative and vegetable), composting and more.

The Farm Animal Caretaker oversees routine care of the animals (feeding, weighing, training) and keeps the facilities up to standard to meet the animals' physiological needs and ensure their well-being. This employee works with the Activities team to organise educational activities involving the animals for guests.

Positions to be filled:

- Head Groundskeeper – 1 job
- Farm Animal Caretaker – 1 job
- Groundskeeping Team Leaders – 6 jobs
- Biodiversity & Wildlife Coordinators – 2 jobs
- Parasite & Waste Management – 5 jobs
- General Gardeners – 20 jobs
- Specialised Gardeners – 7 jobs

Maintenance (21 jobs):

Facilities are quality checked and maintained constantly. Technical service managers and maintenance staff act quickly to carry out preventive work and resolve any issues with the equipment and accommodation units.

Positions to be filled:

- Maintenance Service Manager – 2 jobs
- Technician (Energy – Environment & IT – Telecom) – 1 job
- Specialised Maintenance Employees – 10 jobs
- General Maintenance Employees – 7 jobs
- CMMS BMS CTM Coordinator – 1 job
- Stock Managers – 2 jobs



Terms of employment

2017 TRAINING PROGRAMMES

- **Swimming attendant (French BNSSA certificate: Brevet National de Sécurité et de Sauvetage Aquatique)**
Starting 22 March 2017: **30 places**
Starting in April 2017: **12 additional places**
- **Hotel rooms staff**
Starting 2 January 2017
18-week programme
18 places
- **Waiter/waitress**
Starting 2 January 2017
19-week programme
14 places
- **Regional employment scheme:**
 - Prep cook
30 January to 15 May 2017
12 places
 - Catering staff
2 March to 3 July 2017
12 places
 - General cleaning staff
15 March to 15 June 2017
12 places

As part of the partnership between Villages Nature Paris and various public stakeholders (the French government, the Paris Region, the Seine-et-Marne Department and Pôle Emploi), **all job openings will be available on Pôle Emploi (<http://www.pole-emploi.fr/accueil/>)**, in the dedicated Villages Nature Paris section. Candidates can apply directly by simply creating a personal profile on the website.

The first vacancies for operations positions will be published **in mid-December 2016**. Starting in January 2017, Villages Nature Paris and Pôle Emploi will organise group information sessions on the jobs that will be offered and the number of openings for each job title.

Some jobs require specific certificates and qualifications. For example, swimming attendants must hold the French BNSSA certificate. However, **applicants without the requisite degrees will still be considered**, especially for positions such as general cleaning staff, dishwashers, general catering staff, etc.

Villages Nature Paris works closely with France's Public Employment Service to provide **training for positions** at Villages Nature Paris. The training sessions being organised include swimming attendant training, **pre-qualifications** for aquatic positions and **employment training programmes** for general catering staff, prep cooks, general cleaning staff, etc. Most of these training courses are expected to begin in early 2017.

Once hired, employees will receive **job preparation training** and follow an **onboarding programme** that includes general training on the destination concept and sustainable development as well as more job-specific training on, for example, the special features of Villages Nature Paris (Aqualagon, Farm, etc.).



Terms of employment

Schedule:

- December 2016: First round of operations jobs opens, including lifeguards
- January 2017: Remaining operations positions open
- January to April 2017: Group information sessions supported by Pôle Emploi
- April to June 2017: Job preparation training
- Month before destination opens: Employment contracts signed and employees onboarded

Job simulation assessments:

For housekeeping and cleaning positions, Villages Nature Paris intends to use job simulation assessments in order to evaluate candidates in action, without an initial CV screening. This method does not take account of a candidate's degree, qualifications, knowledge or age. It evaluates the transferability of personal skills to professional skills.

Through a series of exercises, it puts candidates in a real work situation to assess their suitability for the desired job. These exercises are an opportunity to observe and evaluate how the applicants tackle and resolve the challenges they encounter on the job. Each candidate performs a range of real-life tasks, either alone or in a group. Candidates must be organised, complete tasks while adhering to standards and instructions and achieve a specific result.

This hiring method has been developed to reduce discrimination while maintaining the high standards of Villages Nature Paris.

Customer service aptitude test:

For all other jobs, customer service aptitude tests will be organised with the support of Pôle Emploi for candidates who meet Villages Nature Paris criteria (experience and, if required, diplomas). It is very important to measure candidates' skills in terms of service-mindedness and hospitality, regardless of their role in the company, as well as their alignment with the values of Villages Nature Paris.



How to apply to Villages Nature Paris

Procedure:

1. Consult the job openings on the Pôle Emploi website, on the Villages Nature Paris page (go to www.pole-emploi.fr and select [En Région\Ile de France\Actus-Agenda\Recrutement Villages Nature](#)), starting in mid-December 2016.
2. Create a personal profile and apply for a job.
3. Receive an invitation from Pôle Emploi to attend a Villages Nature Paris group information session starting in January 2017.
4. Take the hospitality aptitude test.

OR
Receive an invitation to take the housekeeping simulation tests.
5. If you pass the tests, you will be included in the hiring process.

Application:

All applications must include a cover letter citing the job reference number and a detailed CV. Every applicant will receive a response. Applications will not be returned.

Who can apply?

Anyone can apply, whether they currently have a job or not

Everyone who works at Villages Nature Paris has access to:

A staff restaurant
Group health, life and disability insurance
Public transport benefits



About Villages Nature Paris

Villages Nature® Paris is a 50/50 joint venture created between Euro Disney S.C.A. and Pierre & Vacances-Center Parcs Group. This unique short and medium stay holiday destination is inspired by the interaction between Man and Nature and is a major innovation in family-friendly, sustainable tourism.

Villages Nature Paris transports guests to a verdant new world where they can reconnect with their loved ones and rediscover what matters most. Extending over 120 hectares (297 acres) when it opens, Villages Nature Paris will offer five immersive worlds: the Aqualagon with its geothermal lagoon heated to 30°C year-round, the Lakeside Promenade, the Extraordinary Gardens, BelleVie Farm and the Forest of Legends. Accommodation includes 916 cottages and apartments in three ranges (Cocoon VIP, Country Premium and Clan Comfort).

Allowing travellers to move seamlessly between the City and Nature, the new destination will be the ideal base from which to explore Paris, Disneyland® Paris and the area's rich heritage while experiencing a holiday unlike any other in the Paris region.





VILLAGES NATURE®
PARIS

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