

Process of becoming SVH

Expressing interest

If you are a bartender and you really enjoy bartending at Hubble and/or Meteor, there is room for you to grow in this. To become SVH, the first step is simply to indicate your interest to your SVH during your barshift, or get in touch with the board! If an SVH notices that you are very enthusiastic and you know what you are doing behind the bar, they might also ask you whether you are interested.

Talking with a board member

Once you have indicated your interest this will be communicated to the board, who will then get in touch with you. The SVH training responsible will schedule a moment with you to talk about becoming SVH more in detail, and you will see whether your expectations align with the needs of Hubble/Meteor. They will also explain the hard requirements and the benefits of becoming SVH.

Test shift

If expectations seem to align, the board responsible will look at the schedule and plan a test shift with you. During this shift a more experienced SVH will take you along during their shift, and see how you pick up certain situations. This is not an exam or test, we just want to give you a chance to see if you indeed like the experience, and for us to see whether you are ready to become SVH, and what we still need to teach you. At the end of the shift you can debrief with the SVH what you thought of the shift and how everything went, and if you are still interested (you can always contact the board if you change your mind later, nothing is mandatory yet at this point).

Approval by board

After your test shift, the SVH who took you along will have contact with the board about how they thought the shift went. If there are any questions the board might also get in touch with you. Based on your test shift and what you discussed with the board responsible and your test shift SVH, they will make a decision, which they will communicate to you.

- You become SVH
 - Congratulations! Your test shift went well and the next steps can be taken.
- A second test shift is needed
 - Sometimes a shift is so quiet (or so crazy) that it is not really possible to make a fair judgement. In that case a second test shift can be planned. Sometimes a second

persons judgement is also wanted to make sure a good decision is made.

- You will not become SVH (right now)
 - You are currently not at the point of becoming SVH. This does not necessarily mean you are not good enough, you might just need to gain some more experience bartending first. The board will give you feedback on why this decision was made.

Contract

You will sign an SVH contract. The contents of this contract should be no surprise, since the board should have explained it during your interest meeting. One of the most important points of the contract is that you have to do 12 full (early+late) shifts in your first year.

After signing you *vouw* een bak.

SVH Exam

You will have to take the exam Sociale Veiligheid en Hygiëne. If you pass, the diploma will be valid for the rest of your life! Hubble will cover the full costs of the first exam and registration on the alcohol permit. If you fail, you will have to pay for 50% of the exam yourself, and by the third time you will have to pay full price. The board will provide a PDF of the material you need for the exam.

You need to schedule the exam yourself. This does not have to be before your first training shift, although it is nice to do it quickly.

SVH Training

Depending on how much you already know, a number of training shifts will be planned. During these shifts, you will be shown all the ropes regarding being SVH. You will be trained for both Hubble and Meteor (unless otherwise discussed) but do not worry, the difference is not that big. Once you and your trainers are confident enough you can start planning your own shifts!

You can use the [SVH checklist](#) to check if you know everything you need to know. If there are a few points that you are uncertain about that is okay, there are manuals for everything, and there are enough people who are willing to help during a shift if needed.

Register profile

When you become SVH you get a profile in the register so you can access all the needed functions. Next to this you will also receive your own personal account where you get your SVH discounts and can order on credit.