

**Permanent contract**

# Painter

**This Role Profile will give you a broad perspective of the role.**

This isn't a 'to-do' or task list, but instead gives an outline of what needs to be accomplished in the role, as well as the skills and qualities you'll need in order to be successful.

The salary is Trades E: currently £23,808 - £28,009 pa. Those newly appointed are expected to start at £23,808

With successful performance you will work towards 100% salary (currently £28,009) and the role has a maximum earning potential of £33,610 if you can demonstrate sustained exceptional performance over time to continuously drive our objectives and deliver on our values. In addition, you'll receive additional pay for being on call. (Currently £150 per week plus any call outs paid at 1.5 x hourly rate).

The role is agile with travel across Dumfries & Galloway\* and reporting to the Team Managers

\*Before applying, you should hold a full, valid, Driving Licence as you will be required to drive as part of this role. Loreburn will provide you with a Loreburn van, tools, and IT equipment to carry out your role.



# The Opportunity

Providing first rate customer service that's personal as well as efficient is what makes us – and you - unique.

You'll have a key role to play in delivering a friendly, helpful and professional service to our customers by carrying out painting repairs in our customer's homes as well as void properties.

As you'll be working across Dumfries & Galloway, you'll need to live in the region and will be required to take part in our on-call rota. You'll receive an additional £150 payment each time and paid at 1.5 x hourly rate for any jobs you attend.

You'll need to be a self-motivated person, as you'll be working on your own with minimal supervision.

Our pay and rewards structure gives plenty of scope for personal development and career progression, enabling you to achieve up to 120% of the housing sector's upper quartile market rate.

Our trust-based flexible working arrangements, set out in our "Be-ing You" principles of working, mean that although you must meet customer and business requirements, we're open to you working flexibly so you never have to miss those important events in life. You can talk to us if you need something more regular.

## The Job

As a Painter, you'll have a hugely important role to play in the team to provide a high-quality customer focused service ensuring our values are lived in your day-to-day work.

A typical day might include attending to general painting repairs, refurbishments, and upgrades to a range of properties.

Our approach is very much 'one team' and so you'll collaborate with your team – and others – to achieve positive outcomes for our customers and communities.

Although you'll be supported by your team, being comfortable working by yourself, and feeling confident to resolve issues wherever you can, is important.

You'll need to be a friendly and approachable person with a positive approach, who is solution focussed and utterly committed to delivering an exceptional customer experience.

Creating Great  
Places to Live



# Day-to-Day Responsibilities

On a typical day, you'll be:

- ◇ Carrying out a range of painting repairs, which may include:
  - Refurbishments and upgrades
  - Full or partial painting of void properties
  - Painting within other Loreburn properties
  - Assisting with other trades as and when required
  - Ensuring your vehicle is safe and well maintained
- ◇ Managing your own performance and any staff you may be responsible for
- ◇ Ensuring you take reasonable measures to limit carbon emissions and reduce energy & resource consumption
- ◇ Monitoring and controlling any stock you may need
- ◇ Attending and participating in training events and supporting the practical learning of Trade Apprentices
- ◇ Managing risk and promoting risk awareness, prioritising work in relation to the risk analysis
- ◇ Participating in the on-call rota for evening and weekends to provide an out-of-hours service to customers
- ◇ Updating databases ensuring any updates are timely and accurate
- ◇ Complying with all Loreburn's Health and Safety policies, procedures and guidelines
- ◇ Caring for and ensuring plant and equipment is respected

If you hadn't already guessed, you'll make a huge contribution to our organisational priorities, by always taking pride in what you do and striving to meet our collective performance goals and outcomes.

All the while, you'll need to do this with these key things in mind: giving an outstanding customer experience and doing so in ways that keep our promise to use resources efficiently for the biggest



# Your Capabilities and Character

We value adaptability and a positive attitude. You'll be right for this role if you...

- ◇ Have relevant experience and accreditation
- ◇ Can demonstrate the ability to develop new skills
- ◇ Are able to support apprentices
- ◇ Can participate in the on-call rota to provide out of hours services to our customers
- ◇ Are able to work under pressure, organising and prioritising to deliver outputs and meet deadlines
- ◇ Have working knowledge of Health & Safety and risk management in the workplace
- ◇ Can be flexible in your approach to ensure jobs are completed
- ◇ Are able to work independently, whilst also being a great team player to get the job done
- ◇ Have a basic understanding of IT (use of apps, for example) and a willingness to learn our systems to update data
- ◇ Can work using your own initiative

## Qualifications and Criteria



**Essential**  
Proven track record in painting



**Essential**  
Accredited SVQ Painting



**Essential**  
Full valid driving licence



**Desirable**  
If you've had any training in any of the areas below this would also be a benefit:

- ✓ Power tools
- ✓ Manual Handling
- ✓ Asbestos Awareness
- ✓ Abrasive Wheels
- ✓ Sharps
- ✓ Working at Height
- ✓ First Aid



# What makes us GREAT?

Our benefits, rewards and recognition have put us up there as one of the best employers in our sector. Take a look at some of the benefits you'll enjoy:

- ◇ 37.5 hour working week (Monday to Friday, 8am to 4pm or 10am to 6pm)
- ◇ Van, fuel card and all tools provided
- ◇ Generous paid holiday allowance, starting at 35 days pa and increasing with performance
- ◇ Additional payments for on call and time + ½ for any jobs attended
- ◇ Longer weekends with our Early Finish Fridays every four weeks
- ◇ Westfield Health Scheme providing a range of health and consumer benefits
- ◇ Life insurance cover of 3 X salary
- ◇ Flexible working when you need it for those important appointments in life
- ◇ Flexible and generous pension scheme, plus an option for salary sacrifice

We're all unique but the one thing we share at Loreburn are a commitment to our values...

OUR VALUES				
<b>G</b>	<b>R</b>	<b>E</b>	<b>A</b>	<b>T</b>
<b>Growth Mindset</b>	<b>Respect</b>	<b>Exceptional Customer Experience</b>	<b>Accountable</b>	<b>Together</b>
We aim to be the best and continue to learn, grow and change to achieve this	We care about all that we do and how we do it	We always put the customer first, with a strong commitment to positive proactive ways of working	We are responsible for all that we do and are happy to learn from our successes and failures	We deliver our best results when we work as a team

## Think you're a good fit?

Join us on our journey to be the best Housing Association in Scotland!

