



ng2 Recruitment Pack

Estate Services Operative



Our Vision:
A community where people can flourish and prosper





Welcome to ng2 Ltd.

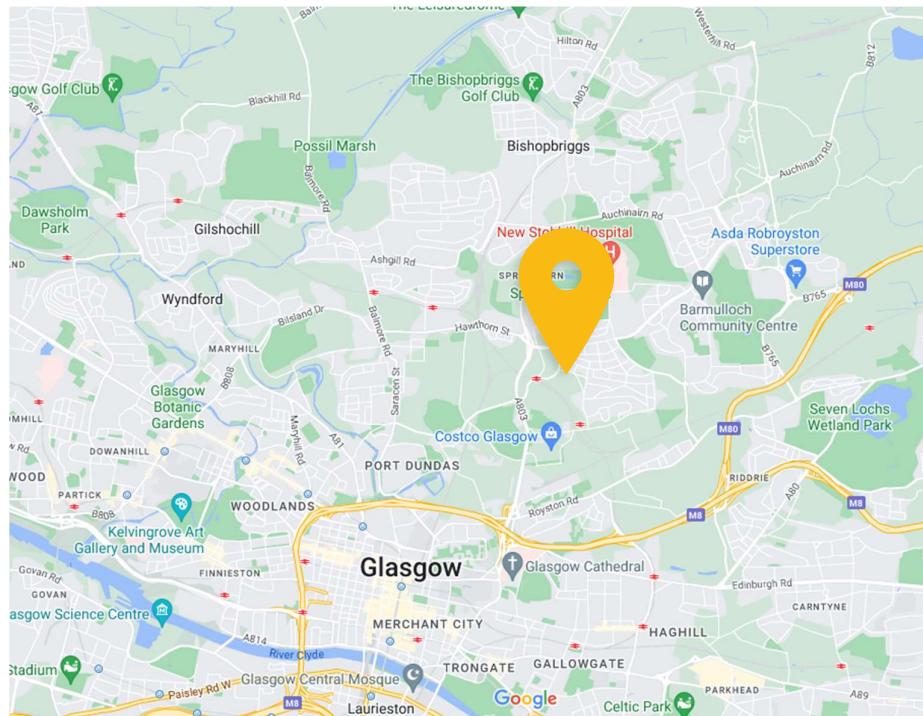
Thank you for showing an interest in ng2 and the role for which we are currently advertising.

ng2 is a wholly owned subsidiary of ng homes, one of Scotland's leading housing associations with a reputation for delivering excellent pro-active services. A leading community-based Housing Association that provides housing and support services to almost 7,000 tenants and owners within North Glasgow. ng homes' customers are at the heart of our business, and we strive to deliver customer service excellence in all that we do.

Having motivated and enthusiastic staff who want to deliver for the organisation is critical to this.

We hope you find this pack provides you with an overview of who we are and the vital work we do – and helps support you as you complete your application.

We wish you every success in your application.





Introduction to ng2 Ltd.

ng2 Ltd is a wholly owned subsidiary of ng homes, a Registered Social Landlord, Housing Association and Registered Scottish Charity based in North Glasgow, Scotland and operates as a Social Enterprise.

The ng2 Ltd subsidiary officially started operations in 2010 and we have grown year on year ever since.

The Social Enterprise was set up for two main reasons; to provide essential services to our tenants and their homes and to provide opportunities for local people. From essential maintenance to energy advice and support, we endeavour to provide our people with opportunities to develop their skills. At ng2 Ltd we also support local employability programmes.

At the very heart of what we do is ensuring services, support and maintenance serve the people of North Glasgow. We are constantly developing to meet new challenges and evolving to meet the demands of North Glasgow.

The idea is that costs for maintenance or upkeep which would normally be outsourced are kept within the community. This allows us to invest more in our own people, whilst saving costs which are better invested elsewhere.

ng2 Ltd currently employs approximately 80 people and this is rising every year. We are proud of ng2 Ltd.'s early success but there is much more work to be done.

teamwork maintenance mentoring guidance
inclusive responsible investment service
knowledge experienced competence local
belonging achievements employment
governance opportunities diversity
ambitious apprenticeships social
customer Regeneration training
standards relationships ng2
skilled enterprise partnerships dedicated
excellence performance successful
effective accountable assistance
estate proactive activities environmental
residents repairs flourishing

Our Values



- ⇒ We are a quality organisation delivering excellence
- ⇒ We act with integrity
- ⇒ We are friendly and treat people with respect
- ⇒ We are customer focused and put the customer first
- ⇒ We are trusted and trusting
- ⇒ We are accountable



Tell me more

Detailed Conditions of Service will be issued within your contract of employment if you are appointed. The following is a summary of the main conditions:

✓ **Salary**

You will be paid monthly on the 28th of each month directly into your nominated bank account.

✓ **Holidays**

Your annual holiday entitlement is a minimum of 28 days per year (accrued pro-rata depending on the shifts worked and on completed months of service during the calendar year).

Completed year(s) service	Total Annual Leave
0 – 1 year	28 days
1 - 2 years	29 days
2 – 3 years	30 days
3 – 4 years	31 days
4 – 5 years	32 days
5 years and over	33 days

This is inclusive of any days designated or recognised as 'bank' or 'public' holidays.

The Company will advise you of any holidays that must be taken on specific days, for example, 25 & 26 December and 1 & 2 January in any calendar year.

There is no automatic right to time off on 'recognised' public or bank holidays and all requests for annual leave must be submitted to your line manager in advance for authorisation dependent on the demands of the service.

✓ **Hours of work**

These will be in line with the local arrangements in place for each area of operation within the Company.

For Close Cleaning and Environmental Services these will normally be Monday – Friday between the hours of 9.00 a.m. – 5.00 p.m. although all employees are expected to work flexibly depending on the requirements of the service. Lunch breaks will be advised by management at each location/area of operation.

The Company does not pay premium rates for hours worked out with normal operating times and reserves the right to use its discretion to compensate employees for such work by giving the equivalent time off in lieu or payment at 'plain time'.

✓ **Place of work**

All ng2 Ltd employees are required to work in any of the Company's premises and/or to work at designated sites / workstations as required by our client(s).

✓ **Pension**

From the age of 22 (and providing your salary is over £10,000 per annum) you will be auto enrolled into the Company Pension Scheme, administered by The People's Pension (provided by B & CE). When you are eligible to join, you will receive a Joiners Pack from the People's Pension that will give you more detailed information and will specify the percentage contribution level that ng2 Ltd has chosen for our scheme. Your communication from The People's Pension will outline your options in respect to the pension scheme including providing you with the opportunity to opt-out of the auto-enrolment scheme.

✓ **Sick Pay**

The Company does not operate an Occupational Sick Pay Scheme. However, if you meet the statutory qualifying conditions, you may be entitled to Statutory Sick Pay.

✓ **Sickness and Absenteeism**

The Company expects all employees to make every effort to come to work to ensure that sickness levels are kept to a minimum. While the Company's policy is to support employees with health concerns, sickness and absenteeism is monitored closely as good attendance and timekeeping are crucial to the effective delivery of the services we provide.

✓ **Health & Safety**

The Company is committed to the wellbeing and safety of all employees and the Health & Safety policies and procedures are constantly reviewed to ensure that we operate safely at all times in line with relevant legislation and good practice.

✓ **Family Friendly Policies**

Employees will be entitled to Maternity, Paternity, Adoption and Parental Leave in line with current legislation.

✓ **Equal Opportunities**

The Company is committed to equality in everything that we do and we will comply with the provisions of current legislation, primarily the Equality Act 2010.

✓ **Termination of Employment**

Notice periods for the termination of employment are dependent on length of service and will be made clear in your contract of employment.

✓ **Company Health Plan**

ng2 Ltd will provide a Healthcare Plan on behalf of all members of staff. The payment of this plan will be set by the organisation and may be varied without consultation. This will be treated as a taxable benefit.



Interested ...?

Here's what you need to know and how to apply.

JOB TITLE:	Estate Services Operative
LOCATION:	North Glasgow
CONTRACT:	Fixed term to end September 2026
HOURS:	35 - 40 hours per week
SALARY:	£12.60 per hour (rising to £13.45 per hour from 1.4.26)

ng2 Ltd is a wholly-owned subsidiary of ng homes, which is one of Scotland's leading housing associations with a reputation for delivering excellent pro-active services. Since 2010 ng2 Ltd has developed an excellent track record for delivering a range of high quality services for the housing association and delivering real and sustainable employment opportunities for local people.

We are looking to recruit highly motivated people to deliver a range of quality environmental services and any other community estate maintenance within the North Glasgow area. Our ESO team are multi skilled and provide a variety of services which include the following; Garden Maintenance, Close Cleaning, Estate Services, and Jet Washing. Operatives may be required to work across any of these disciplines.

The successful candidates must ensure work is carried out in compliance with all health and safety requirements and environmental standards. **A full current driving licence is essential for this role.**

The successful candidates will be appointed on ng2 Ltd terms and conditions of employment. ng2 Ltd offers an occupational pension in line with auto-enrolment and annual leave is a minimum of 28 days per annum inclusive of public holidays. There is currently no occupational sickness scheme in place.

If you wish to apply for this post please download an application pack from the ng homes website www.nghomes.net, alternatively contact the HR Department on 0141 560 6000 for an application pack.

Completed application forms should be returned by email to hr@nghomes.net with the subject heading: **Estate Services Operative.**

If you are returning your application by post please send to; HR Department, ng homes Ltd, 50 Reidhouse Street, Glasgow, G21 4LS.

The closing date for receipt of completed applications is 12 noon on Monday 2 March 2026. Interviews will be held week commencing 9 March 2026.

Applications received after this date/time will not be considered. Please note that we do not accept CV.



Job Profile/Person Specification



Job Title	Estate Services Operative	Contract / Hours	Fixed Term to end September 2026 35-40 hours per week
Date Completed	February 2026	Reporting To:	Estate Services Supervisor
Job Summary			
To provide a range of high quality proactive environmental cleaning/garden services in line with our client's needs and to undertake any additional community estate maintenance required in and around the North Glasgow area.			
Main Duties of the Post			
<p>The main duties of this post will include:</p> <ul style="list-style-type: none">• Grass and hedge cutting• Shrub bed maintenance and tree and shrub planting• Road sweeping• Jet washing• Winter de-icing and snow clearance• Leaf clearance• Sharps removal• Window cleaning• Back court cleaning and bulk pull out• Close cleaning• Clearing/cleaning tenanted properties• Clearing/cleaning void properties• Deep cleaning of properties as required• Wrapping of tenants furniture• Moving tenants furniture as required• Liaising with tenants• Litter debris collection			
<p>Operatives are expected to:</p> <ul style="list-style-type: none">• Carry out work as directed to a high standard• Leave all work sites in a clean and tidy fashion• Report any plant or equipment defects immediately• Ensure that all safety standards are met and comply with health and safety legislation• Minimise waste• Carry out any other reasonable duties as requested			

Category	Essential Criteria	Desirable Criteria
Experience	<ul style="list-style-type: none"> • Experience of working in a customer focused environment • Experience of delivering a range of environmental services • Experience of working within a similar environment 	<ul style="list-style-type: none"> • Experience of delivering environmental services directly to the public
Skills and Abilities	<ul style="list-style-type: none"> • Ability to work individually or as part of a team • Effective communication skills 	<ul style="list-style-type: none"> • Able to operate a full and extensive range of commercial cleaning and garden machinery
Qualifications and Knowledge	<ul style="list-style-type: none"> • Good general knowledge • Some knowledge of Health and Safety legislation 	<ul style="list-style-type: none"> • Current qualifications for commercial machinery • Current qualification for pesticide spraying (1a+6a)
Personal Qualities	<ul style="list-style-type: none"> • Good timekeeping • Self motivated with a desire to meet deadlines • Attention to detail 	<ul style="list-style-type: none"> • Resilient and focussed
Other Requirements	<ul style="list-style-type: none"> • Full, current driving licence • Able to work flexibly, including evenings and weekends, if required 	

ng group Guidance Notes for Job Application



Please tick the boxes to confirm you have read these notes carefully – they are there to help you make the best of your application.

Please ensure you complete and return the Application Form, Declaration of Interest Form and Eligibility to Work in the United Kingdom Form. Failure to return any of these forms may result in your application being withdrawn from the selection process.

All posts will be subject to confirmation of qualification, eligibility to work in the United Kingdom, satisfactory references, satisfactory health clearance and PVG check (if applicable to the post).

1. The form should be typed or completed in black/blue ink for photocopying purposes.	Tick <input type="checkbox"/>
2. Please do not send in your curriculum vitae.	<input type="checkbox"/>
3. One of your references should be your present or most recent employer. If you have not been employed or have been out of employment for a long time, you may wish to give the name of your last employer or someone who knows you sufficiently well to confirm the information you have given and to comment on your ability to do the job. Please note the referees will not be contacted prior to interview.	<input type="checkbox"/>
4. The enclosed Person Specification lists the minimum essential requirements for this post. When short listing for interview, the selection panel will consider the information contained in your application form and assess this against the Person Specification.	<input type="checkbox"/>
5. It is not the responsibility of the selection panel to make assumptions about the nature of the work you have done from a list of job titles. It is therefore important that you use the space provided to detail your experience and skills. Neither is it enough for you just to state that you meet the requirements of the post. Life experience and skills are just as valid, so long as you are able to demonstrate this.	<input type="checkbox"/>
6. If you are short listed for interview, the selection panel will wish to discuss the areas covered in the Person Specification in more details. This will include your commitment to and understanding of Equal Opportunities.	<input type="checkbox"/>
7. If you are related to any employee of ng homes or our subsidiary company ng2 Ltd, or to any Board or Sub-Committee member of ng homes or our subsidiaries ng2 Ltd or ng property (Scotland) – please provide details via the enclosed Declaration of Interest Form.	<input type="checkbox"/>
8. ng group is an Equal Opportunities employer and we make appointments on merit, regardless of: age, disability, gender, reassignment, marriage & civil partnership, pregnancy & maternity, race (including colour, nationality ethnic or national origins and citizenship), religion/belief, sex and sexual orientation.	<input type="checkbox"/>



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