



ng homes Recruitment Pack

Housing Assistant



Our Vision: A community where people can flourish and prosper





Welcome to ng homes

Thank you for showing an interest in ng homes and the role for which we are currently advertising. We hope you find this pack provides you with a glimpse into the Association and the vital work we do – and helps support you as you complete your application.

We wish you every success in your application.

Who we are

The Association was started in 1976 as Mansel St Monance Housing Association and over the last five decades has acted to represent, support, and serve the people of the area.

ng homes is a leading community based Housing Association that provides housing and support services to almost 7,000 tenants and owners within North Glasgow. We have more than 5,500 homes across North Glasgow in the communities of Springburn, Balornock, Possilpark and Parkhouse.

What we do

ng homes sits at the heart of the North Glasgow community. We are more than just a provider of homes. We are an anchor organisation which works with the community to improve the standard of living and housing and ultimately improve the lives of our tenants.

We accept the responsibility we have as a social housing provider to not only provide the highest quality of homes, but also to provide support, advice and services which go beyond providing a roof over people's heads.

We offer financial advice and support and regeneration services. We invest in the area and work closely with local politicians, councils, businesses, and people. We champion industry, equality, and diversity. We are dedicated to providing opportunities for local people.

We want to be synonymous with the progress and work done in this region. This is ongoing – we are dedicated to ensuring services and support are in place which meets the challenges of the area and needs of local people.

But there is still much work to be done, and that's where you come in.

By joining ng homes, you will be a part of an Association that puts local people first and which aims to play a pioneering role in the future of Scottish Social Housing. As a team, we are dedicated to this cause.

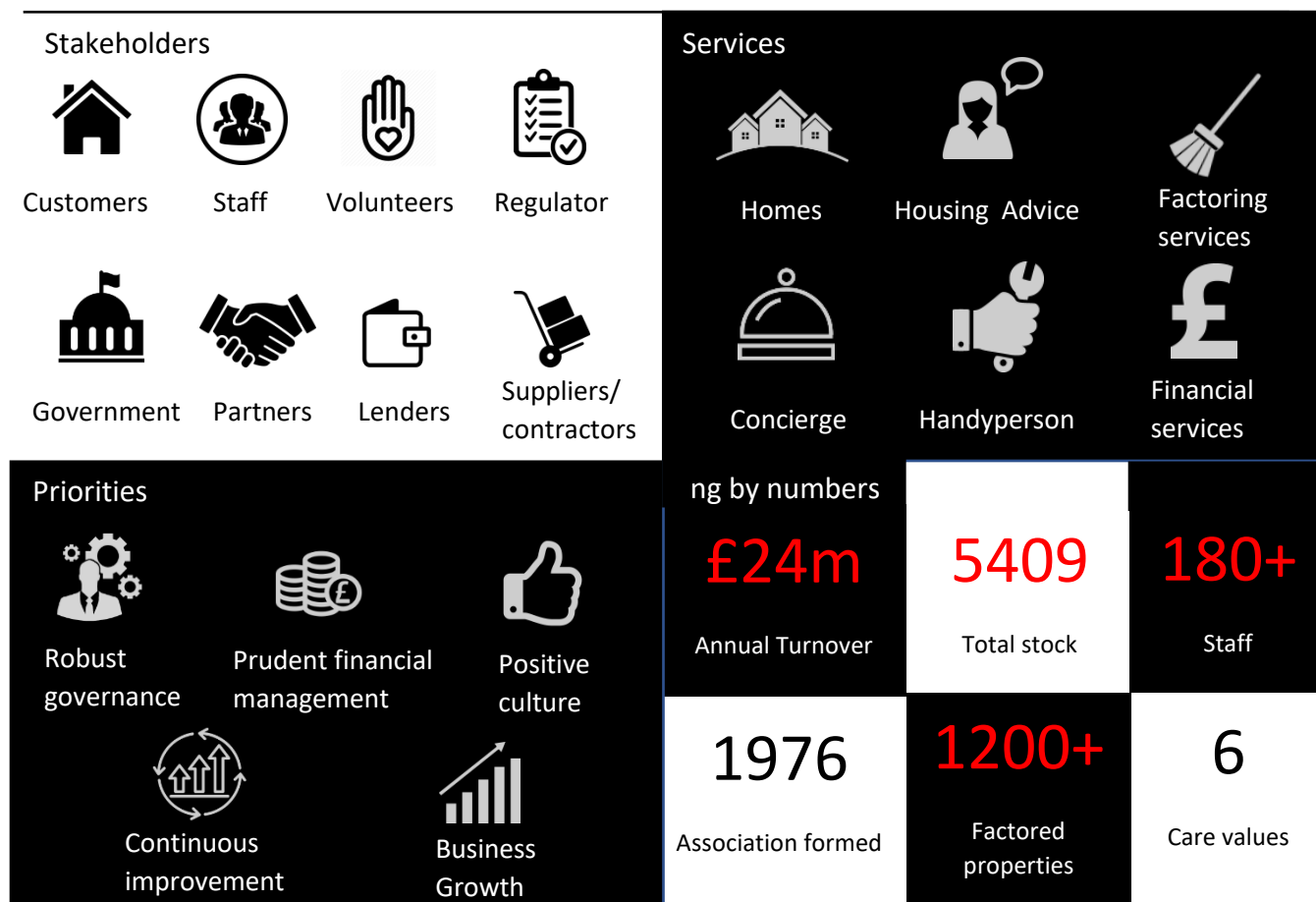


Our Values

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

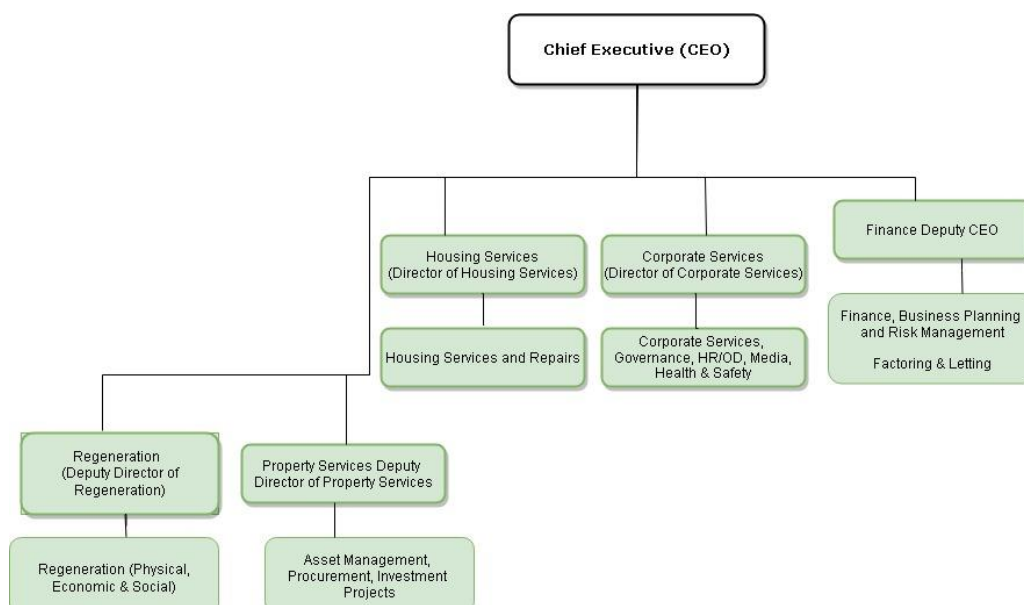


ng background



Our full business plan is available on our website at www.nghomes.net

Structure





Why work for ng homes?

The benefits of working with ng homes:

✓ **Salary**

Salaries are paid monthly into your bank account. Salaries are normally paid on an increasing scale with progression to the next point of the scale yearly (1st April).

✓ **Hours**

Normal hours of employment shall be 35 hours per week.

✓ **Holidays**

Holiday entitlement is 27 days annual leave per year. There are also 17 days public/general holidays per year.

✓ **Pension Scheme**

We offer the choice of two pension schemes. One scheme is offered through the People's Pension and under the requirements of Auto Enrolment. The other pension scheme offered is a defined benefit care 80th scheme through SHAPS.

✓ **Staff Life Assurance**

A non-contributory staff life assurance scheme is in operation.

✓ **Sick Pay Scheme**

The Association operates a sickness benefit scheme for staff.

✓ **Continuous Service (in line with EVH Terms and Conditions)**

Certain previous employment may be considered reckonable for statutory and non-statutory benefits.

✓ **Company Health Plan**

The Association will provide a Healthcare Plan on behalf of all members of staff. The payment of this plan will be set by the Association 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.

Housing Assistant

EVH Grade 4/5

£23,362 - £30,495 per annum

Permanent, 35 hours per week

Excellent benefits including pension and company health plans

ng homes is a leading community based Housing Association that provides housing and support services to almost 7,000 tenants and owners within North Glasgow. Our customers are at the heart of our business, and we strive to deliver customer service excellence in all that we do.

We are now looking to recruit an enthusiastic Housing Assistant who will have the responsibility for current and former tenant arrears collection, Housing Benefit changes and interviewing housing applicants. They will also assist the Neighbourhood team with clerical and admin support across all activities as required. They will also deal with all customers in line with our customer care policy and target response times.

The successful candidate will possess excellent IT skills including the ability to use Microsoft Office software and will have good communication skills to deal with enquiries in a professional manner providing an excellent level of customer service. Previous housing management experience would be advantageous.

Strong organisational skills with the ability to manage and prioritise a demanding workload are essential along with being committed to achieving continuous improvement in service delivery.

If you wish to apply for this post, please download an application pack from www.nghomes.net or alternatively contact Marion Gallacher on 0141 336 1310 for a pack.

Completed application forms can be returned by email to hr@nghomes.net with the subject heading: Housing Assistant

If you are returning your application by post please send to: **Marion Gallacher, Corporate Services Assistant, ng homes, Ned Donaldson House, 50 Reidhouse Street, Springburn, Glasgow G21 4LS.**

The closing date for receipt of completed applications is 12 noon on Tuesday 26 September 2023. Applications received after this date will not be considered.

Interviews will be held week commencing 9 October 2023.

Please note that we do not accept CV.

Job Profile/Person Specification



Job Details			
Job Title:	Housing Assistant	Grade:	EVH Professional & Administrative Grade 4/5 (PA 9-16)
Department:	Housing Services	Reporting To:	Housing Manager
Date Completed:	June 2023		
Job Summary			
<p>The Housing Assistant will have the responsibility for current and former tenant arrears collection, Housing Benefit changes and interviewing housing applicants. They will also assist the Neighbourhood team with clerical and admin support across all activities as required. They will also deal with all customers in line with our customer care policy and target response times.</p>			
Main Duties of the Post			
<p>The main activities of the post are to:</p> <ul style="list-style-type: none">• Implement the arrears policy firmly but fairly for arrears to maximise the Association's income.• Implement effective arrears management and maximise the uptake of housing and other benefits.• Ensure early interventions and personal contact for tenants in arrears including the use of telephone, text and house visits.• Work closely with Money Advice staff to assist tenants to reduce debt and maximise benefit uptake.• Secure repayment arrangements for all outstanding debts to the Association including rent, rechargeable repairs, former tenant arrears etc.• Liaise with colleagues in GCC and DWP to ensure appropriate benefit advice is provided.• Check correspondence from Housing Benefit and update IBS with any changes which will affect Housing Benefit Claims.• Interview applicants requesting housing and provide the full range of housing information including area profiles, likely availability, rent levels and all available support.• Assist and support the Housing Neighbourhood Team and provide clerical and admin support in all day to day areas of activity including: void management,			

<p>estate management debt recovery, tenancy sustainment, gas safety and repairs to achieve Key Performance Indicators.</p> <ul style="list-style-type: none"> • Undertake general clerical and administrative duties as required including: provision of statistical information for reports and monitoring information. • Assist with the provision of relevant information for customer satisfaction surveys and customer complaints. • Be courteous, sensitive and responsive to all enquiries and provide a high quality service to the Association's tenants, customers and potential customers, making suggestions for improvement as necessary. • Deal with enquiries both in person and by telephone, in line with our Customer Care Policy and target response times. • Maintain appropriate electronic filing systems. • Participate as required with the review of policies, procedures and systems. • Provide cover at reception as required. • Comply with the Association's Health and Safety Policy. • Participate in and contribute to internal working groups. • Provide basic training for admin staff and modern apprentices as required. • Carry out any other duties appropriate to the post and in keeping with the Association's objectives. 		
Person Specification		
Category	Essential Criteria	Desirable Criteria
Experience	<ul style="list-style-type: none"> • Experience and commitment to providing a high quality customer service 	<ul style="list-style-type: none"> • Previous Housing Management experience • General awareness of housing related matters • Arrears awareness
Skills and Abilities	<ul style="list-style-type: none"> • Excellent interpersonal skills • Excellent organisation skills • Proficient IT skills • Excellent telephone skills • Ability to work under pressure and meet deadlines • Ability to work on own and as part of a team 	
Qualifications and Knowledge	<ul style="list-style-type: none"> • Basic educational qualifications 	<ul style="list-style-type: none"> • Relevant housing qualification e.g (CIH Level 2 Housing or SVQ Level 2 Housing)
Personal Qualities	<ul style="list-style-type: none"> • Reliable • Self-motivated • Enthusiastic • Committed to learning 	



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 ink or black ball-point pen 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 contact 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, or to any Board or Sub-Committee member of ng homes or our subsidiaries ng2 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 appointment 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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Health & Wellbeing Award



ng homes is the trading name of North Glasgow Housing Association Ltd.
This document is available in other formats.