

Role Profile for:

# Maintenance Apprentice

Employee Ref		
Leadership Group		A
Role Profile Ref		089
Joining Date		01/01/01
Last Updated		10/11/2023

## WE ARE ATEB

Welcome to your ateb role profile. Our Role Profiles connect us all with our shared ateb



## Vision.

Our Shared purpose is to always deliver ...

### > #1 | Creating better living solutions,

Through the adoption of a DNA that focuses on ...

### > #2 | Trust | Togetherness | Empowerment.

We all have a role to play in realising our 3 strategic aims,

### > #3 | To improve customer service | Serve more people | Increase business effectiveness.

The design and delivery of our services will always focus on,

### > #4 | The right customer outcomes as effectively as we can.

We all have a responsibility to support our Assurance Framework by managing our,

### > #5 | Risks | Controls | Tests

and we must always seek to listen, understand, and learn as ...

### > #6 | Improvement is the day job

The Vision and its supporting documents form part of this role profile.

## 1 | ROLE DETAILS

The headline details for this role:

The key role details are as follows:		The role line responsibilities are:	
<b>Name</b>		None	
<b>Title</b>	Maintenance Apprentice		
<b>Employer</b>	ateb group limited		
<b>Level</b>	Leadership Group A		
<b>Report to</b>	Maintenance & Voids Supervisor		
<b>Directorate</b>	Customer		

## 2 | CUSTOMER

The service areas set the customer outcomes we are collectively working to achieve. This role will primarily contribute to the successful outcome of the following service areas but will obviously support all areas as required. See #4 Deliver for full details.

Primary Service Areas:	Outcomes:
SA/01 – Lettings	To let all properties, all of the time
SA/04 – Maintenance	Fix issues to the customers satisfaction
SA/06 – Compliance	All properties are compliant with the required regulations
SA/07 – Planned Maintenance	Improvement programmes delivered to customer satisfaction

Primary responsibilities for the above outcomes:	
1	To learn what is required to contribute to ateb's excellent, high quality and efficient property turnaround and reactive repairs service, by providing a multi-skilled approach to property maintenance and repairs, completing all works within the set timescale and to the expected standard; throughout the organisation's social housing stock.
2	To learn your trade in liaison with customers, supervisors, team leaders, the wider trades team, external contractors, suppliers and other colleagues within the ateb group, providing help and support when needed.
3	To learn what is required to contribute to the continued safety of our customers, staff and the public by ensuring that all works are carried out in line with building regulations, appropriate standards and health and safety legislative requirements, reporting non-compliance when applicable.
4	In liaison with the team learn what is required to develop the skills required to carry out planned improvement works within the planned programme.
5	With the support of your mentor, develop communication skills in liaison with colleagues, customers and external stakeholders.

General role responsibilities:	
1	Support all other service areas as appropriate/directed to achieve their outcomes where they require my input.
2	Continually review my service area outcomes to ensure they achieve the right customer outcomes as effectively as we can.
3	Consistently demonstrates values of equality and diversity.
4	To take responsibility for my ongoing personal development.
5	To undertake any other duties as required which are compatible with the requirements of the role.

### 3 | GROUP

This role has the following corporate responsibilities:

Service Area	Customer Outcome	Responsibility
<b>SA/17 – Strategy</b>	Clarity on how we will maximise our purpose	Support the Board and EMT to help develop and deliver the right strategic priorities to achieve our strategic aims.
<b>SA/18 – Assurance Management</b>	To be assured we are always compliant and doing the right things	Develop and monitor processes to enable empowered decision making within our agreed assurance framework.
<b>SA/19 – H&amp;S</b>	We meet our legislative and regulatory H&S requirements	Take personal responsibility to ensure that I and my team abide by the relevant legislation, the organisation's H&S systems and common sense so that I, the public, my colleagues, customers and partners are safe and secure at all times.
<b>SA/20 – PR, Marketing &amp; Communications</b>	Positive growth of our brand. The right messages to the right audience at the right time	Make sure that communication with and from my team is effective and supportive to all. Promote our work with various audiences that support our Purpose, DNA and our strategic aims.
<b>SA/22 – Performance &amp; Data management</b>	We know where we need to improve, where we are not compliant and where we are at risk	Always seek to understand whether we are achieving our required outcomes, efficiently and with great customer experience and plan and deliver improvement and growth where identified through managed change programmes.
<b>SA/23 – Procurement &amp; Supplier Management</b>	To ensure we compliantly deliver Value for Money services	Make sure my team abides by the procurement rules and systems established by ateb. Make sure that any procurement required achieves the right outcomes.

### 4 | PERSONAL

This role will require the following personal attributes, qualifications, skills and experience etc.

Attribute	Requirements
<b>Technical Competency</b>	<p>This is what we would like you to have, but we are happy to hear how you feel your experience, skills and knowledge meet the role requirements.</p> <p>You will be working towards a level 2 Maintenance qualifications and progressing on to level 3 Carpentry qualification, on a college day release arrangement, so it is essential that you can demonstrate an aptitude for applying mathematics, reading, measurement, spatial awareness, communication, practicality etc. in a workplace environment. Holds a full driver's license or is committed to gaining one during employment with ateb.</p> <p>And another thing... we will always look at equivalent qualifications, experience or transferable skills and expertise that can be easily applied to the role. We will also consider the ability of formal qualifications to be obtained whilst in the role subject to the latter factors being achieved, timescale and cost. Everyone at ateb must be able to demonstrate a reasonable level of literacy and numeracy to be able to fulfil our roles, for us that usually means achieving success at GCSE/Key Skills or equivalent qualifications, but we are happy to discuss this with you.</p>

<b>Decision making</b>	You will be confident to make the right decisions to ensure the best service outcomes. Making decisions involving checks and comparisons, using personal/professional judgment and knowing when to seek advice.
<b>People management</b>	Willing to learn from others and share own experience and knowledge.
<b>Team working</b>	Learn to create the right environment for teamwork to thrive both internally and externally. Be able to lead and participate in teams effectively.
<b>Financial control</b>	May have responsibility for purchasing, cash or stock as and when required.
<b>Organisational skills</b>	Will be able to effectively work to a plan and prioritise key tasks.
<b>Innovation</b>	Must show a desire to improve and challenge what we do to constantly improve our service outcomes, efficiency, and customer experience. Identifies, plans, and implements improvements within the team which support service delivery.
<b>Customer service</b>	Provide a great customer experience both internally and externally. Demonstrate the importance of customer service to team and colleagues by always putting the customer first.
<b>Project / process management</b>	Takes responsibility for achieving individual objectives and contributing to team and group projects.
<b>Enthusiasm</b>	Self-starter bringing personal drive and positive attitude to help all find solutions to problems. Be able to always promote our DNA.
<b>Technology Competency</b>	Learn to confidently use ICT systems to deliver and improve my service delivery. In particular, have a good working knowledge of typical software solutions relating to your area of expertise, the Microsoft office suite and communication devices.
<b>Communication</b>	Be able to promote good communication throughout the organisation (verbal, written, face to face), ensuring teams are involved, informed, and always engaged. The ability to speak Welsh would be great.

## 5 | TERMS & CONDITIONS SUMMARY

Full details of the terms and conditions for this role can be found in your Statement of Terms and Conditions. In return for undertaking the above role, ateb will provide

Term/Condition	Detail	Additional comments
<b>Base Salary</b>	£TBA	Per annum paid on the 28th of the month or the previous Friday if the 28th falls on a B/H, Sat or Sun.
<b>Salary band</b>	Other	Please refer to reward@ateb for full details.
<b>Car user</b>	Company vehicle provided	You will be required to hold a full UK driving licence; company vehicle provided for business use only.
<b>Professional Subscription</b>	No	
<b>Simply Health Scheme</b>	Basic Level Contributions	The group offers a contributory health plan Simply Health, you can increase your cover to suit your needs.

Term/Condition	Detail	Additional comments
Hours per week	37 Hours	A flexible working system is in operation depending on your particular role and service outcomes.
Annual Leave	30 days basic	Plus 3 additional days the timing of which is at the discretion of the Group.
Place of work	ateb offices, Haverfordwest	A flexible working system is in operation in accordance with our Leading Principle and depending on your particular role and service outcomes you may be required to work in our offices/ premises, sites, at home or other suitable locations across Pembrokeshire, but your usual place of work will be ateb offices.
Learning & Development	Yes	We support our team to develop their learning
Wellbeing	Yes	A programme of team wellbeing activities.
Pension	SHPS DC	Auto enrolment arrangements are in place. Defined Contribution Scheme contributions from an employee will be matched up to an agreed limit set by board.
DBS	Yes	This role is subject to a criminal records check.

## 6 | WE AGREE THE ABOVE REPRESENTS MY ROLE WITHIN ATEB

Parties	Signature	Date
Chief Executive		

### The small print:

@ Recruitment: We will seek evidence/examples through the application, interview and/or assessment centre process that you have the required skills, experiences, characteristics and attributes to succeed in this role. You will demonstrate this through a range of approaches e.g. qualifications, examples of experience, psychometric testing, evidence of training etc.

@ Induction: We will establish the key areas of support and/or any learning & development you will need to get you up and running

@ 1 to 1 reviews: We will discuss how you feel you are doing in delivering and developing your role and identify what improvements you want to achieve and what support you may need.

@ Please refer to the accompanying contract and our Vision and related documents for more details regarding this role profile and your responsibilities within the ateb group – ateb, MBH and WWCR