

Creating  
better  
**Careers**



#atebcareers

# Maintenance Inspector Recruitment Pack

**SALARY PACKAGE:**  
c£28k per annum

Earn up to earn up to c£30k per  
annum based on performance awards.

**CLOSING DATE:**  
23rd February 2024  
at 9.30am

**INTERVIEWS:**  
6th March 2024



[atebgroup.co.uk](http://atebgroup.co.uk)

ateb

# The ateb Group

## A message from the ateb team

Did you know our number one requested service is for a repair? We have around 3,200 homes under management meaning lots of repairs! This is why we are putting a lot of effort into getting our repairs and maintenance services right. Over the next few years, we will be introducing new, slicker ways of managing and procuring our repairs service, but always with a continuing focus on quality.

Quality of repairs is of vital importance. If we can deliver a repair or improvement to the right quality, on time and as effectively as possible, we have done a great job. Why? Well, the customer has had the right outcome and as a business we have used our resources wisely. This is where our Maintenance Inspector role comes in, by working with our teams to understand what material and workmanship specifications we are using, and what improvements we need to make, this helps us to be better. What is the point of inspecting something, if not to improve it the next time around?

ateb Group is a recognised local West Wales employer, employing around 150 people and many more through our supply chain partners. This means we have a great set of terms and

benefits on offer, with potential to develop yourself and your career with us. Although you will need to have the ability to work on your own initiative, communicate effectively to different audiences e.g. customers and trades teams, you will also be very much part of a bigger team looking to focus on improving what we do.

I'm really excited about this role, the potential possibilities and improvements you'll be contributing to create better living solutions. Have a good look at the pack and if it helps, feel free to contact us with any queries you may have.

ateb Group is only as good as the people it employs... If you are good then we want to hear from you, so get clicking and submit your application. What is there not to like?!

Good luck!

**Nick Hampshire**

Chief Executive



# The ateb Group

Our Group is made up of 3 active companies that collectively have the purpose of...

## Creating Better Living Solutions for the people and communities of West Wales

We aim to:

- **Improve Customer Service**
- **Serve More People**
- **Increase Business Effectiveness**

We are concentrating on:

- **Affordability** - Help support the challenges of the cost of living crisis
- **Safe Homes** - Keep our homes compliant
- **Customer Service Investment** - Make improvements to service delivery
- **Collaboration** - Work with others to achieve more
- **Lower Carbon** - Work towards our 'ateb net zero' target

# ateb



**West Wales Care and Repair**  
Gofal a Thrwsio Gorllewin Cymru

**MILL BAY**  
HOMES

**EBS**

The Group offers various services across the West Wales counties of Carmarthenshire, Ceredigion and Pembrokeshire. The parent of the Group, ateb Group Limited, is regulated by the Welsh Government. Both subsidiary Companies have their own Board that reports to the parent Board.

# We Are ateb

Our ateb Vision shows us “... what looks good for ateb.” We all have a role to play in making our Vision a reality.

Our ateb Vision consists of 6 sections:

## Purpose

Creating Better Living Solutions

## DNA

Trust, Togetherness  
and Empowerment

## Plan

Improve Customer Service  
Serve More People;  
Increase Business Effectiveness

## Deliver

The right customer Outcomes  
as Effectively as we can

## Assure

Understand Risks;  
Set the right controls;  
Test the controls are working

## Improve

Improvement is the day job



# Customer Directorate

Some say this is the best directorate in the world...

## ■ Scope

The Customer Directorate consists of 9 delivery teams:

- Customer Services - Lettings, Money Solutions, Engagement & Community Development, Tenancy Management, Independent Living
- Property Services - Maintenance, Asset & Compliance, Planned Maintenance

Plus our subsidiary company West Wales Care and Repair

## ■ Team

There are 101 posts within the directorate; 37 in the Customer team, 46 in the Property team and 18 in the West Wales Care and Repair team. The team's priority is to deliver the best possible service outcomes to our customers living in an ateb home or receiving a service from West Wales Care and Repair

## ■ Background

**Customer Facts and Figures:**

- 159 homes re-let in the last 12 month period
- 31,620 calls received by our contact centre in the last 12 month period

- £15m Grant received last financial year.
- Urban and rural projects

**Property Facts and Figures:**

- 3116 ateb homes maintained with plans for more
- An average of 916 repairs completed each month
- Annual program of investment in our homes through planned maintenance programs

## ■ The Future

We provide a great service to our customers but we know as a team that there is more we can do to improve, some of our future priorities include:

**Customer & Property**

- Developing our digital self-service options for our customers
- Effectively engaging ateb customers in Landlord Health & Safety
- Improving the delivery of our reactive repairs service to ensure we are meeting our customers' expectations:

**West Wales Care and Repair**

- Investing in our team's development to meet future needs of customers

# Your Role @ateb

**You will be our: Maintenance Inspector**

**Working in the: Property & Maintenance Team**

**You will focus on the following service areas:**

- **Lettings** - All properties let, all of the time
- **Maintenance** - Fix issues to the customer's satisfaction
- **Compliance** - All properties are compliant with the required regulations
- **Planned Maintenance** - Improvement programmes delivered to customer satisfaction

**Some words from the current team:**

**Rob will be your direct line manager...**

This new role is a vital part of the responsive repairs service, it will enable fast and effective fault diagnosis within our housing stock. This will result in better clarity regarding our 'first time fix' performance. It will also be a good verification exercise, helping to determine the appropriate priority and responsibility. You will need to work closely with the rest of the DLS team and contractors regarding specifying works and agreed time scales.

**Mark will be your Directorate lead...**

Our directorate provides a range of services to help our customers live happily in their homes. In each service area, we want to make sure that it's clear what we do and how we can help our customers. From letting homes that meet expectations, carrying out repairs and maintenance, planned improvements and ensuring our homes are safe and secure; to providing customer advice and support and supporting people to live independently, our Customer Directorate will always aim to deliver the right service outcomes, efficiently with great customer experience.



# Your Role @ateb

These are a few of the key duties of the role, please refer to the role profile for more:

- Undertake multi-skilled duties, subject to experience.
- Have a clear understanding of how to manage risk in the workplace.
- Know how to behave in a customer's home whilst working.
- Be proficient at using the appropriate tools.
- Know how and when to use the appropriate PPE.
- Be open minded with regard to learning new skills.
- Undertake property inspections as instructed.

- Improve Customer Service
- Serve More People
- Increase Business Effectiveness

**#atebcareers**

# Reward @ateb

## Salary

**c£28k**

**c£28k per annum**

**Earn up to c£30k per annum based on performance awards**

Salary will be based on 37 hours per week, please see note below regarding our new reward @ateb framework.

## Reward Framework

We have recently introduced our new reward @ateb framework which consists of the following:

**Performance Related Pay up to £2,300**

Each role will sit within a salary band where you will be able to potentially increase your annual basic salary each year and earn additional 'in year' unconsolidated rewards where performance has exceeded expectations.

**Core** - Increase your next year's salary up to £2,300 before a cost of living review is applied

**Core+** - Receive up to a c3% unconsolidated payment in the current year

**Encore Awards up to £500**

All team members could receive spot lump sum awards each year where they have been recognised for actions they have undertaken to promote our Vision.

**Encore** - Any one team member can receive awards up to the value of £500 in a financial year

**Strategic Awards Variable**

Our Boards have the additional ability to reward their companies where particular milestones or strategic performance has been achieved.

**Strategic Awards** - are not time based, the Boards can consider additional strategic awards for a range of different circumstances relating to operating conditions, performance or achievement of key milestones etc.

**Remuneration is just part of the deal, please look at the other benefits of being part of team ateb...**



# Benefits @ateb

**We have some great benefits for this role from flexible working, generous holidays, competitive pension, life insurance and health plans. Go on, you know you want to:**

<b>Annual Leave: 30 Days</b>	Our annual leave year runs from 1st January to 31st December with full time entitlement of 30 days per year, pro rata for part time working arrangements. The Group will usually close the office for 3 days between the winter bank holiday period. You will be able to take your leave in hours to increase further your work/life flexibility.
<b>Contributory Pension: £2,800</b>	You will be auto enrolled into our SHPS Defined Contribution scheme in accordance with employer legislation where we will match your contributions up to a maximum of 10%.
<b>Simply Health: Over £1,000</b>	Over £1,000 of annual health benefits from dental to hospital expenses plus online GP and counselling services.
<b>Life Insurance Cover: £84,000</b>	Connected to our pension membership, enjoy x3 salary life cover for your family.
<b>Sickness Benefit: 3 mths full &amp; 3 mths half</b>	3 months of full pay and 3 months of half pay (after 6 months service) which can be extended if you are off with longer term critical illness as defined by the Association of British Insurers Minimum Standards for Critical Illness Cover.
<b>Days to Support our Good Causes: 2</b>	As a Group we aim to support worthwhile causes every year, we will support you to volunteer your time to help our chosen good causes.
<b>Learning and Development</b>	The Group invests in a wide range of learning and development activities to support you to do your role better and develop your own skills.
<b>Professional Subscriptions</b>	We will pay one of your annual professional membership subscriptions where it relates to your role.
<b>Trust Clock – flexible working</b>	Flexible time and location working environment. Meet our leading principle and we are flexible on how and where you deliver great customer outcomes.

# Benefits @ateb continued

Business Mileage and Car Use	We have different mileage rates depending on your role's requirements for travel. Casual user is reimbursed per mile and an essential user car user receives an annual lump sum allowance plus reimbursement per mile, all to HMRC guidelines.
Special Leave	We know sometimes everyone needs support outside work, we have a fully flexible approach to taking special leave that is tailored to your circumstances.
Additional Health Benefits	We offer annual flu vaccinations and make a contribution towards eye tests and glasses costs for DSE users.
Annual Mental Health Support	Our counselling scheme offers up to 6 counselling sessions plus we can arrange additional support through our retained occupational health service where needed.
Team ateb	As part of the team you can access a range of activities relating to wellbeing and team events as well as our team forum called i2i - Involve to Improve.

## Our Working @ateb Leading Principle...

**“We must always put the customer, business, team and H&S first when planning and delivering our role profile responsibilities and service area outcomes”**

# How to apply

So, what's not to like! If you want to make a difference by creating better living solutions for the people and communities of West Wales, you have come to the right place.

Here's what to do to showcase why you are the person for this role...



## ■ STEP 1 | NOW!

Check out who we are and what we do on our website.  
[www.atebgroup.co.uk](http://www.atebgroup.co.uk)



## ■ STEP 2 | APPLY BEFORE 23rd FEBRUARY 2024 (9.30AM)

Once you've read the documents and you think it's the role for you, hit the apply button. Keep the information to hand as you'll need this to write a cracking application. At ateb Group we want to hear all about your skills and experience and how they relate to the role, so please don't be modest. Once you're happy with your application, press submit and wait for further information.

Got a query? contact us on [peopleteam@atebgroup.co.uk](mailto:peopleteam@atebgroup.co.uk)



## ■ STEP 3 | WE WILL LET YOU KNOW ASAP

After the closing date, we'll be in touch to let you know if you've been invited for an interview. All applicants will be contacted via e-mail so keep checking your inbox - don't forget to check your junk inbox if you haven't heard from us. We will always contact you.



## ■ STEP 4 | 6th MARCH 2024

The interview is an opportunity for us to find out more about you and an opportunity for you to ask us any burning questions you may have - relax, we're very nice! You will also meet some of your future team members for a chat over coffee or cup of tea.

**Good Luck**

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