

Creating
better
Careers



#atebcareers

Property Compliance Lead Recruitment Pack

SALARY PACKAGE:
c£44k per annum

Earn up to c£48k per annum based on
annual performance reviews

CLOSING DATE:
**Wednesday 26th
February 2025 at 9.30am**

INTERVIEWS:
Monday 10th March 2025



atebgroup.co.uk

ateb

The ateb Group

A message from the ateb team

Thanks for taking a look at this role within our property services world. As you can imagine, managing 3,000+ homes comes with a lot of responsibilities which is why we have a specialist team focusing on our homes' Health and Safety needs. The role will bring together all aspects of compliance management servicing e.g. gas, electrical and asbestos certification. This means you will need an excellent understanding of the safety outcomes we are aiming to achieve as well as excellent organisation and communication skills to boot!

The role will be dynamic, working with our internal trade teams and external partnering contractors, you will ensure we provide a great customer service and an effective use of precious service team time. Over recent years we have invested in software to help us achieve this aim and want the new post holder to keep on developing and innovating our systems.

ateb has set its Vision and is clear that it wants to develop a DNA that is built on Trust, Togetherness and Empowering our team members to 'get things done'. We want all our teams to play their role in achieving this outcome which will ensure our customers get the right outcomes as effectively as possible. With this DNA

in mind we have shaped our terms and benefits to reflect, approaches like our 'Trustclock' and holiday allowances demonstrate the new operating environment we want to create.

To ensure we are meeting our purpose of creating Better Living Solutions, we have three strategic aims, one of which is to 'Serve More People'. To do this we need our teams to grow and develop their skills to take on the opportunities a growing business can create. Please have a good look at what is on offer, as a team we want to keep on making a difference and growing our experiences and skills, this is a good opportunity for you to join us on that journey... please get applying!

Regards,

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: Property Compliance Lead

Working in the: Asset & Compliance Team

You will focus on the following service areas:

- **Customer Advice & Support** - Address and resolve customer enquiries/requests at first point of contact
- **Shared Spaces Management** - Our shared spaces are clean, well-kept and safe environments
- **Compliance** - All properties are compliant with legislative requirements
- **Planned Improvement** - Improvement programmes delivered to the customer satisfaction
- **Strategic Asset Management** - Maximise our asset investment
- **Maintenance** - Fix issues to the customer's satisfaction

Some words from the current team:

Susie will be your direct manager...

The Property Compliance Lead position is a key role for ateb. Your expertise will be in managing key areas of property compliance, including asbestos, fire safety, LOLER, gas, and electric and you will be invaluable in ensuring we maintain the highest standards. I look forward to working with you to continue delivering excellence in property compliance across all areas.

Mark will be your Directorate lead...

Our directorate plays a crucial role in supporting our teams to deliver a great customer experience. Property compliance in housing is challenging due to the need to manage multiple critical areas, each with its own complex regulations and safety requirements. Ensuring ongoing compliance across all these areas requires constant vigilance, coordination, and expertise. Balancing regulatory requirements with resident safety and maintaining efficient operations is a continual and demanding task.



Your Role @ateb

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

- Take lead responsibility for the 'Big 6' Areas of landlord property compliance including Gas, Electric, Fire Safety, Water Safety, Asbestos and Lifting.
 - Prepare performance management reports and data for Service Delivery and Corporate Groups, internal and external audit, and other groups/forums as required.
 - Ensure that Group wide compliance certification and documentation is received, verified, referenced, and retained by the team against agreed processes and legislative requirements.
 - Manage a team of Compliance Surveyors and Assistants in accordance with policies and procedures of the Group including setting and monitoring of individual objectives and deliverables whilst motivating the team to achieve successful customer outcomes.
 - Act as the property Team lead to ensure effective and compliant management and development of the Group compliance management technology system and interfaces, company vehicle records and systems, personal safety devices and systems and monitor and report on service area outcomes, effectiveness, and adverse/positive performance trends.
 - Manage and analyse customer service charges by reviewing the detailed breakdown of costs associated with maintaining and operating a property, ensuring they are in line with the agreed-upon terms, legal requirements, and industry standards.
 - Continually review my service area outcomes to ensure they achieve the right customer outcomes as effectively as we can.
 - Embedding within the team the DNA and Service Delivery Plan philosophies. Consistently demonstrates values of equality and diversity.
- **Improve Customer Service**
 - **Serve More People**
 - **Increase Business Effectiveness**

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Reward @ateb

Salary

c£44,000

c£44k per annum

Earn up to c£48k per annum based on annual performance reviews

Salary will be based on 37 hours per week, please see notes 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 £3,600

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 £2200 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:

Annual Leave: 30 Days Pro Rata	<p>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. You will be able to take your leave in hours to increase further your work/life flexibility.</p> <p>In addition, the Group will usually close the office for 3 days during the Christmas / bank holiday period. This time off is in addition to your annual leave entitlement and any bank holidays.</p>
Contributory Pension: c£4,400	<p>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%.</p>
Simply Health: Over £1,000	<p>Over £1,000 of annual health benefits from dental to hospital expenses plus online GP and counselling services.</p>
Life Insurance Cover: c£132,000	<p>Connected to our pension membership, enjoy x3 salary life cover for your family.</p>
Sickness Benefit: 3 mths full & 3 mths half	<p>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.</p>
Days to Support our Good Causes: 2	<p>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.</p>
Learning and Development	<p>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.</p>
Professional Subscriptions	<p>We will pay one of your annual professional membership subscriptions where it relates to your role.</p>
Trust Clock – flexible working	<p>Flexible time and location working environment. Meet our leading principle and we are flexible on how and where you deliver great customer outcomes.</p>

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.

*Some benefits have a length of service requirement.

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



■ STEP 2 | APPLY BY - Wednesday 26th Feb 2025 @ 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



■ 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 | INTERVIEWS - Monday 10th March 2025

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

Diversity Statement

ateb Group remains fully committed to the principles of non-discrimination and equal opportunities across all areas of the organisation, our subsidiaries and the communities we work within.

As part of our efforts to improve the diversity and representation within our Group, we'd particularly like to encourage candidates from all protected characteristics and from ethnic minority backgrounds to consider applying to work with us or join our board so that we can use your unique perspective to help further our collective objectives.

If you would like to read more around our Equal Opportunities and Diversity Policy then please visit our [website](#).

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