

ROLE DESCRIPTION: General Operative (Damp and Mould)

Reports to: Operations Team Manager

Responsible for:

- Carrying out improvement, repair and installation activities in a way that sustains high levels of quality and customer satisfaction within a multi-skilled right 1st time culture
- Working in a collaborative way providing support and assistance to colleagues, staff, other departments, sub contractor's and customers throughout the repairs process
- Delivering a complete range of General Operative duties, including improvement and repair work activity. Carried out to Karbon and recognised industry standards of compliance, quality and productivity
- Providing excellent service standards to internal and external customers in all aspects of maintenance related work
- This role will be part of our Damp + Mould team, predominantly undertaking anti-fungicidal washes and elements of decoration following treatment

Role purpose:

To be a reliable and enthusiastic General Operative (Multi Skilled). Committed to providing the highest possible standard of repairs, maintenance and installation works. Undertaking all aspects of general repairs and maintenance activity, using a multi – skilled whole job repair approach.

To be responsible and accountable for delivering the highest possible standard of customer service to both internal and external customers in all aspects of the general operative role.

Act as a positive and reliable member of the Property Services team, collaborating with other colleagues and stakeholders

Support a culture that delivers high levels of individual and team performance and service excellence,

To represent the organisation in a professional and positive way, living and promoting the Karbon values and its brand

Key responsibilities:

Teamwork:

1. Contribute to the success of your team through the delivery of an efficient, customer focussed repairs service and as part of the Property Services Team.
2. Collaborate with, and support others in the team, creating a positive team environment that enables everyone to perform at their best.
3. Act as a role model for the Group's values and culture.
4. Embed structural and cultural business change and service improvement, through collaboration and implementation of service strategies and plans.

Delivery:

1. Undertake all aspects of the General Operative, in a way that is agile and flexible. Adopting a multi-skilled whole job repair approach to the work, that achieves Karbon and recognised industry standards of compliance, quality and productivity
2. General Operative tasks include: Anti-fungicidal washes and decoration up to and including full rooms, driving duties, property clearances, cleaning, gardening, minor joinery, plumbing, plastering, bricklaying, roofing, concreting and paving.
3. Take responsibility for individual performance and productivity, and contribute positively to the PDI process
4. Work collaboratively with all managers, colleagues, and stakeholders
5. Deliver an excellent level of customer service at all times
6. Provide and maintain effective lines of communication
7. Build and maintain effective relationships through the use of a friendly, respectful, courteous and polite approach and manner to all customers, managers, colleagues and stakeholders at all times
8. To operate ICT hardware and systems in line with protocols, in an effective and efficient way, receiving and updating accurate and relative information when required and in real time.
9. To provide written and verbal reports as and when required
10. Adhere to all Health and Safety legislation, and risk management processes and procedures that are in place. Working in a way that promotes positively safe working methods and a safe working culture
11. Adhere to all operational protocols and procedures that are in place
12. To be responsible and accountable for all the equipment issued e.g. company vehicle, plant, electronic equipment etc.
13. To manage issued impressed van stock in an effective and efficient way
14. Participate in the organisations out of hour's service and repairs service, as and when required.
15. Contribute to the continuous improvement of the service, by developing initiatives and working positively to champion and implement any new ideas / processes that are introduced
16. Undertake organisational and vocational training as required, and share skills with others including mentoring trainees
17. The above list is not exhaustive and the post holder will be required to undertake responsibilities and tasks deemed commensurate with the post.

Organisation wide:

1. Deliver financially viable and economically effective products and services, seeking to maximise resources and social value.
2. Ensure all systems and processes deliver operational excellence, driving continuous improvement and innovation.
3. Ensure that services fully comply with all organisational policy and procedures.
4. Ensure that risks within the directorate's activities are identified, removed or minimised.

5. Create a safe and healthy working environment, ensuring all systems of work, policies and procedures are fully and consistently applied.
6. Responsible with the Management team for the effective utilisation of Group assets.
7. Promoting the values of the Group at all times and demonstrating a high level of commitment to equality, diversity and inclusion.
8. Ensure that Karbon homes complies with all legal, regulatory and health and safety requirements.

The General Operative role is part of the Property Services Team. As with all positions there are also specific responsibilities and delegated powers in relation to financial and operational matters, regulatory compliance and information security. These are not all listed here and will change over time as the organisation continues to grow and develop.

PERSON SPECIFICATION: General Operative (Multi Skilled)

Experience and qualifications:

- a. Experience of working in Social Housing Maintenance environment (D)
- b. Experience of collaborating and working as part of an effective team (E)
- c. Experience of delivering a high level of Customer Service (E)
- d. Completion of recognised General Operative apprenticeship or equivalent relative experience(E)
- e. City & Guilds Level 2 Qualification in General Operative or suitable other qualifications (D)
- f. Experience of delivering works using a multi – skilled whole job repair approach (E)
- g. Full, valid UK driving licence (E)

Knowledge:

- h. Knowledge of construction related activity (E)
- i. Knowledge of Health and Safety legislation in the workplace, applying to self and others (E)
- j. Demonstrable and comprehensive working knowledge of housing maintenance in a responsive and void repairs environment (E)
- k. Knowledge of current and future challenges facing Social Housing (D)

Skills:

- l. Good level of written, presentation and interpersonal communication skills (E)
- m. Ability to work collaboratively across departments and influence others (E)
- n. Ability to think ahead, spot opportunities and take appropriate action (E)
- o. Flexible approach and a willingness to adapt to and work effectively within a variety of situations (E).
- p. Ability to work individually or as part of a team (E)
- q. Ability to use judgement and take ownership of decision making (E)
- r. Ability to prioritise workload and work well under pressure to meet targets and deadlines. (E)

Attributes:

- s. Transparent and open, acting with integrity and able to build high levels of trust (E)
- t. Committed to equality, diversity and inclusion (E)
- u. Champions innovation and encourages ideas (D)
- v. Resilient and able to work under pressure (E)



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| <ul style="list-style-type: none">w. Collaborative and inclusive (E)x. Actively role model and champion the Karbon vision, values and purpose (E) |
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