



Job Description

Job Title:	Multi-skilled Technician (ALL TRADES)
Reports To:	Team Leader
Direct Reports:	None
Job Purpose:	To provide a comprehensive technical service within a relevant trade area; and To provide a high quality and responsive multi-skilled maintenance repairs and replacement service
Salary Band:	Band MST1

Key Responsibilities

- To carry out planned and responsive repairs and installations as required in tenant's homes and on construction sites; including but not exclusive to refurbishments, damp repairs, new roofs, kitchens, bathrooms, installation of canopies and rock doors;
- To provide technical expertise within the relevant trade area;
- To provide multi-skilled expertise within additional trades offering a high quality repairs and replacement service;
- To be willing to up-skill and develop, to enable completion of all types of multi-skilled work;
- To work alongside other trades people, providing support and training as necessary where apprentices are used;
- To use hand and electric/hydraulic machine tools and be prepared to undergo training for this;
- To drive and be responsible for a company vehicle when required and in accordance with health and safety and Group Fleet Policy and Drivers Handbook, including conducting weekly vehicle checks;
- To use and be responsible for a company mobile phone as required by the Group, ensuring it is used responsibly in accordance with the Group's instructions; and
- To complete all necessary associated work documentation.



Service Delivery

- To liaise with customers when arranging and carrying out work, having full regard to their needs;
- To work from verbal and written instructions, including drawings, diagrams and sketches;
- To assist in planning and organising workloads to ensure effective use of time; and
- To assess, plan and request parts and materials required to carry out the work.

Health and Safety Responsibilities

- To contribute to and be responsible for the development of safe working methods, systems and procedures, ensuring a high quality service delivery;
- To co-operate with the employer and any other person in order to ensure that statutory requirements concerning health and safety are fully met;
- To actively promote good employee relations and safety practices in accordance with the Groups policies;
- To follow the Groups Health & Safety Policy at all times;
- To operate all machinery and equipment in a safe and correct manner using all safety devised and practices;
- To handle and transport materials in a safe working manner;
- To ensure properties are left in a clean and safe manner on completion of work;
- To maintain a tidy appearance, ensuring Identification badge is worn and visible at all times when on site and when dealing with internal and external customers;
- To ensure Personal Protective Equipment is worn and used appropriately when required;
- To look after tools, materials and equipment guarding against loss or theft and making them ready for use when required; and
- To carry out all duties in accordance with safety regulations and Health and Safety procedures.

Decision Making

- Carries out duties and makes decisions in line with the Groups policies and procedures;
- Recommends any suggestions/improvements to influence wider decision making via appropriate channels;
- Plans and organises own work load to meet deadlines in line with the departmental service plans; and
- Resolves day to day issues, or identifies matters that require escalating



General

- To promote and embed equality and diversity as an integral aspect of working for Wythenshawe Community Housing Group, leading by example;
- To take personal responsibility for ensuring that designated duties are executed at all times in accordance with corporate policies and procedures.
- To carry out any other duties as may reasonably be expected of the post holder commensurate with the scope, spirit and nature of the job.

No job description can be entirely comprehensive and the jobholder will be expected to adapt and carry out such other duties as may be required from time to time, on the understanding that they will be within the individual's remit and capability, and consistent with the status and responsibilities of the role within the organisation.

Key Team Relationships
<p>Key Internal working relationships are with</p> <ul style="list-style-type: none">• Senior Managers• Operational Teams across the Group• Colleagues and service users <p>Key External working relationships are with:</p> <ul style="list-style-type: none">• Customers and tenants• Contractors – providing agreed services on the Group's behalf



Related Competencies at Fully Effective Level:

Efficient and Effective

- Asks the “why do we do this?” question about tasks and processes
- Positively challenges processes and ways of working
- Contributes positively to delivery of team VFM

Customer focus

- Anticipates what the customer’s job requires
- Shows no tolerance to poor customer service
- Actively ask the customer if there is any other way in which they can help whilst in the property and seek to assist them
- Is consistently confident and professional when dealing with customers
- Will role model the importance of customer focus with others
- Acts on customer feedback to ensure that service delivery is improved in the future
- Organises own processes around the customer
- Acts as a role model to others in their approach to customer service
- No complaints will be made against the individual (not upheld)

Working Collaboratively

- Actively supports team decisions
- Supports team spirit and diffuse potential problems and conflicts
- Actively cooperates within their own team and across teams
- Goes the extra mile to help colleagues
- Champions teamwork by ‘living’ the Groups values in everything they do
- Looks for ‘win win’ outcomes

Organisational awareness

- Makes sound decisions and implements practical solutions to problems
- Takes account of the effect and impact that their own actions are having on their team
- Takes sound decisions with reference to WCHG regulations, processes & procedures
- Demonstrates an understanding of the link between the strategy and on the ground operational activity

Challenges and learns

- Turns their hand to anything within scope of job
- Finds ways round difficult situations
- Ensures agreed changes are implemented / supported within the team
- Easily adapts to new working methods