



Welcome and Introduction

Radius provides quality and affordable social housing in 80 towns and cities throughout Northern Ireland. We provide sheltered housing for the over 55's and general needs housing for families and single people. We also offer a range of specialist care and support facilities for the frail elderly, people with dementia and learning disabilities, and other complex needs such as homelessness and victims of domestic violence.

We are proud to provide housing, care and support to 33,000 homes.

Radius currently employs approximately 1000 staff in over 100 sites, working across our six Directorates. Our successes are the result of the enthusiastic, passionate and professional teams who work in those Directorates.

This information pack has been designed to provide you with more information about the Association, the work that we do, the types of careers and roles that we offer and the benefits of working for us.

There's a place for you with **us**

Our Mission, Vision and Values

What do we do?

At Radius, we put our customers at the centre of all that we do.

We make a positive difference by providing homes, support and care for people, building neighbourhoods and empowering communities.

What is our vision?

Our vision is to become the most effective and efficient provider of housing, care and support, delivering high-quality services beyond the expectations of all our customers, through engaged and empowered employees.

What are our values?

Together we realise great ideas, we maintain focus and embed trust and we are passionate about doing more.

Our Directorates

Communities

- Over 30 years' experience of providing and managing affordable rented social housing
- Providing assistance to existing and prospective tenants in all aspects of their tenancy
- Supporting community development

Celebrating...

- Being one of the largest property developers in the country
- Developing around 350 new homes each year
- Contributing an annual economic benefit to Northern Ireland of circa £115 million

Celebrating...

- Managing over 100 schemes and 12,000 homes in Northern Ireland
- Our Cultural and Diversity Festival in Belfast brought together over 30 nationalities and around 1000 people to celebrate equality and diversity
- Our Heroes Awards which celebrate and recognise individuals who have made a positive difference in their communities

Development

- Delivering high quality new homes throughout Northern Ireland
- Developing energy efficient properties that integrate effectively with existing communities to promote regeneration, inclusion and opportunity
- Building social homes for rent as well as private homes for sale

Care and Support Services

- Providing a range of services for older people and people with disabilities, including those who are frail through age, have been diagnosed with dementia or have a learning disability
- Delivering services to people living in specialist housing, or availing of respite care or day care

Celebrating...

- An investment of £21 million to improve our homes and residential care facilities
- Receiving and responding to around 36,000 repair callouts each year

Celebrating...

- Providing care and support in 12 schemes and 3 day care centres across Northern Ireland to 320 residents and 110 service users
- Winner of 'Residential Care Home of the Year' at the 2019 Staff Nursing Awards

Assets

- Carrying out general, cyclical and major repairs to Radius properties, ensuring they remain in good condition
- Our Assets team sees the bigger picture every step of the way, ensuring our homes maintain their quality status

Corporate Services

- Providing high quality, customer-focused services
- Corporate assurance, governance, human resources, procurement, marketing and PR, insurance, health and safety and facilities

Celebrating...

- Providing support for almost 1000 employees across 140 premises
- Offering a range of wellbeing programmes and recognising employees through our values awards
- Delivering almost 100 training courses to almost 1000 employees in the last year

Celebrating...

- In 2019 we secured £105 million in private finance to build new social and affordable housing across Northern Ireland

Finance & ICT

- Producing vital information and professional advice to assist the sound management of Radius finances
- Maintaining and developing a vital IT network infrastructure that supports data communications, storage and management across the Radius group

What types of role do we have for you?

Our aim is to be an employer of choice and every year we offer a range of opportunities right across our business. Outline details of some of these roles are included below.

Care and Support Assistants

Our Care and Support Assistants help provide personal and practical care to our residents within our schemes.

Qualifications: A minimum of six months' experience providing care/support in a paid or voluntary capacity.

Senior Care & Support Workers

Our Senior Care & Support Workers support the day-to-day running of a scheme and the provision of excellent support and care to residents.

Qualifications: GCSE level or equivalent to include English and Maths or a minimum of NVQ Level 3 in Health and Social Care.

Business Support Officer

Business Support Officers identify areas for service improvement, with a focus on the development of systems.

Qualifications: Good general level of education to include at least 3 A Levels or equivalent or QCF Level III (previously NVQ) in Business Administration.

Housing Officer

Our Housing Officers are responsible for managing Radius' housing stock, delivering a comprehensive housing management service to residents.

Qualifications: At least 1 year's experience in a customer facing role, preferably within a housing or property context and a level six qualification (e.g. HND, HNC, Degree) in a relevant discipline.

Trainee Assets Officer

This is a key role in delivering a professional, technical and customer facing estates maintenance service, working with colleagues to identify areas for service improvement.

Qualifications: A minimum of 2 GCSEs including English & Maths at Grade C or above, and 2 A Levels which equate to at least 48 UCAS points.

Assets Officer - Repairs

Our Assets Repair Officers work within the Customer Contact Centre promoting excellent customer service, assessing and ordering repair requests and dealing with customer queries.

Qualifications: A good general level of education to include at least 5 GCSEs or equivalent, including English and Maths (at a minimum of Grade C) or QCF Level II (previously NVQ) in Business Administration.

Assets Officer - Planned Maintenance

Our Planned Maintenance Officers provide a service that includes response, planned, servicing and cyclical maintenance, and the refurbishment of existing properties.

Qualifications: A level six qualification (e.g. Bachelor's Degree, graduate diploma), with one year's relevant experience.

Development Officer

Our Development Officers ensure the effective co-ordination, implementation and management of projects from inception to final closure.

Qualifications: Level six qualification (e.g. Bachelor's Degree, Graduate diploma) in relevant construction related degree.

How will we reward you?

At Radius we offer a competitive compensation package and a great range of benefits, alongside opportunities for professional and personal growth and development. We also aim to provide a great working environment and a culture which embraces diversity, where people flourish. The wide range of benefits offered to our employees includes:

Health Cash Plan

Provides a range of positive healthcare benefits for employees and their families including medical, dental and health cover.

Employee Health Checks

We offer all employees regular free health checks which help identify health risks and promote wellbeing.

Learning and Development

We offer a range of personalised learning and development opportunities to employees.

Pension Scheme

Radius provides a contributory pension scheme for new employees for which the Association contributes 6% and employees a minimum of 4%.

Professional Fees and Study Support

We support continuous professional development by offering day release, study and exam leave.

Flexible Working

Flexible working arrangements are considered to help staff with their work life balance.

Flexitime




Flexibility regarding working hours is offered in some areas of the business.

For more information about the roles we have on offer check out:

<https://recruitment.radiushousing.org/>

Or take a look at our student recruitment video on our YouTube channel:

https://www.youtube.com/channel/UCzEKPXbRlyW_vqvWvEJKsSA/videos

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