



Creating great homes together

# Role Profile

**Position**

**Trades Team Manager**

**Reporting to**

**Response Delivery Manager**

## What you can expect

We're a magnificent place to work, where talented and ambitious people enjoy rewarding, purposeful and fulfilling careers in an inspirational environment.

- At Magna, we are committed to your growth and professional journey. We offer ample opportunities for further training and development, empowering you to excel in your career. Our comprehensive benefits package underpins our commitment to your well-being and includes a generous Pension Scheme, Health Care Cash Plan, Wellbeing Portal and Employee Assistance Program. These resources are designed to support both your mental and physical health, ensuring your success in both personal and professional aspects of life.
- We actively support our local communities and encourage employee involvement by offering one paid day per year for volunteer activities alongside access to Credit Union facilities and Colleague Voice. You will also benefit from Company Sick Pay and a competitive annual leave entitlement, which increases progressively with your length of service over the first five years.

## What you are known for

- Able to communicate effectively in a range of different circumstances.
- Empower others to do their role well
- Adapting, reacting and enabling resilience to change
- Recognising #onemagna, demonstrating commitment to working collaboratively across the organisation to meet team and departmental objectives
- Be innovative to drive improvement in the work that Magna does.
- Prepared to go the extra mile, with a flexible approach to meet the needs of our customers.

## What you take care of

- Ensure safe working with asbestos, collaborating with our People team to ensure all training is up to date and relevant
- Survey and scope work as required for defined workstreams
- Undertake regular weekly works inspections
- Carry out investigations and compile reports to support disciplinary, absence, performance issues and non-compliance resolution
- Keep up to date with relevant legislation to ensure safe working.
- Support and deliver as required IT system training with our job management software
- Undertake recruitment, induction and onboarding of new colleagues, ensure probationary needs are met to enable successful probation completion
- Undertake quarterly reviews. Identify and set team, organisations and individual objectives
- Analyse and interpret data to support team performance
- Promote team working with operation support staff to maximise works efficiencies
- Ensure and where necessary take appropriate action to promote and maintain wellbeing
- To monitor and manage a team of mobile multi skilled operatives.
- To undertake compliance checks such as tool/plant, van checks, PPE, RPE and attendant face fits quarterly
- To deliver all aspects of repairs and planned maintenance to a high standard from the initial job being reported to completion.
- To consult and liaise with our customers on the delivery of works ensuring their expectations are met.
- To ensure value for money is achieved by supporting trades teams to maintain optimum performance by meeting required targets
- To manage, monitor and deliver all work programmes/contracts with a combination of directly employed/temporary staff and external contractors
- To schedule, deliver, order materials, monitor quality of work and invoice where required
- To promote our #always safe Health and Safety culture, delivering monthly TBTs

## What you need to be successful

- Experience managing a multi-disciplinary mobile workforce within a social housing environment
- A good working knowledge of IT equipment and systems.
- Asbestos Awareness, SMSTS or equivalent

- A good working knowledge of Health and Safety legislation relevant to construction
- Full driving licence with access to own vehicle for work.
- Good technical knowledge of all aspects of construction work.
- Strong decision-making/problem-solving skills.
- A trade background
- A demonstrable ability to organise and plan ahead
- A strong customer focused ethos

### Qualifications required

Applicants with transferrable skills are encouraged to apply.

- Approved: