

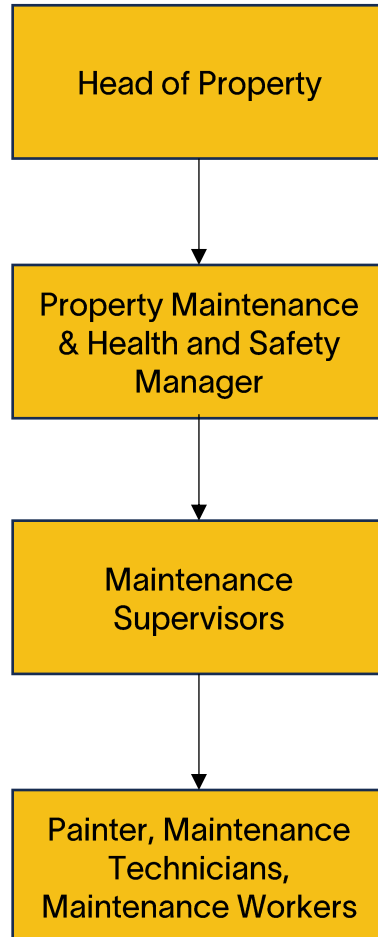
Right There

Job Pack
Painter
(January 2026)

Preventing
homelessness,
one person
at a time

Job Purpose

Painter



The Painter, part of the Repairs and Maintenance Team, will carry out reactive and planned redecoration works, to ensure that all Right There properties are in line with health and safety requirements, legislation and internal quality standards. They will work as part of the Repairs and Maintenance Team to ensure that properties are available to let as quickly as possible.

The team is responsible for the management of a portfolio of over 500 properties of various size, predominantly in the Glasgow area and includes technicians, general maintenance workers, painters and joiners

About Right There



We are Right There, a charity celebrating our 200th anniversary in 2024. We provide tailored support for people, at home, and in the community. We are here for people who are living with the effects of homelessness, poverty, addiction, or family breakdowns. Last year we supported almost 4,000 individuals, helping to prevent them from becoming homeless or separated from the people they love.

We are here to offer the right support at the right time, including breaking down financial barriers; accessing the private rental market; linking up with local health, employment and training services to help people make connections within the community; and, helping people feel happier, safer, and more confident to take steps to improve their own lives.

Every person's story is unique, and everyone's route home is different, so we tailor our response to the individual. We want to challenge stereotypes – it doesn't matter what the situation is – we're not here to judge, only to help.

Our approach is about creating trusting relationships and nurturing people's strengths, and our 200 dedicated staff, mentors and volunteers play a crucial role in this.

Our key areas of focus



For People

We provide tailored support for children and adults to help individuals and families feel happier, create stronger bonds and stay together.



At Home

We provide safe and supportive places to call home for people of all ages, from any circumstances, for as long as they might need it.



In The Community

We provide the tools for people to live independently and build their lives within their community, creating their own safe and secure homes.

Our Vision

A world where everyone has an equal chance to create a safe and supportive place to call home.

Our Mission

We meet people where they are in life with no judgement; walking alongside those who need support, and preventing them becoming homeless or separated from the people they love.

Values

At the heart of Right There is our values. And we are proud to live these every day; to be the best we can be for those involved in our work.

Respect

We treat everyone the same way - with dignity and respect. You'll find no judgement here.

Integrity

We take great pride in having high standards and transparency about our goals and progress as a charity.

Compassion

We understand the importance of empathy, and the power of a shoulder to lean on.

Aspiration

We believe firmly in the goodness in people; their strengths and what makes them unique.

Reflection

We are always learning to be the best we can be.

Roles & Responsibilities

Redecoration of void properties and maintenance of tenanted properties

- Effective delivery of a sustainable, high quality redecoration service for all domestic and commercial properties within the Right There portfolio
- Recording of labour, materials, and consumables used in the delivery of the service
- Contribution to the continuous development of Right There services
- Prepping of walls, ceilings, surfaces, and woodwork
- Taping Work
- Painting of both internal and external surfaces with gloss, emulsions, wood stains, varnish, primer and undercoat.
- Stripping, cutting and hanging wallpaper
- Working in both domestic and commercial properties, whilst the majority of work is internal, may include external redecorations
- Planned maintenance, redecorations and property inspections on a scheduled basis
- Responds to emergency redecoration requests as required
- Completion of void inspection and planned maintenance paperwork
- Completion of jobs orders

Reporting and Compliance

- Consistent adherence to all relevant policies and procedures ensuring best practice and legal compliance
- Report any health and safety concerns using the reporting mechanisms in place
- Use of internal Housing Management System to log all time, materials and consumables used in carrying out duties
- Comply with relevant Health & Safety legislation
- Ensure Right There's guidelines, policies and procedures are adhered to
- Comply with requirements of relevant external agencies

Maintenance Team Member

- Develop and maintain good communication and working relationships with line manager, colleagues, contractors and people we support
- Work cooperatively with others as part of a team demonstrating commitment to service objectives
- Have a high standard of professional integrity with colleagues and other providers
- Establish and uphold clear professional boundaries at all times.
- Be proactive in personal development, use feedback from others and identify own development objectives
- Attend and participate in training and engage in reflective practice to share learning experiences.
- Actively participate in regular team meetings providing valuable input and feedback to meet the needs of the Property Team and commit to its development and improvement
- Feedback on the review of organisational policies & procedures and local guidelines.
- Ability to work towards performance targets to achieve agreed result
- Promote Right There services through agreed mediums
- Represent the Right There brand following agreed ways of working, demonstrating values led behaviours, and taking pride in wearing the Right There uniform.

Essential skills and experience



- ✓ Experience of carrying out a wide range of redecoration works including prepping, painting and wallpapering
- ✓ Thorough understanding of Health and Safety issues.
- ✓ Demonstrate a proactive approach and ability to be solution orientated and take initiative
- ✓ Ability to work cooperatively with others as part of a team demonstrating commitment to group objectives
- ✓ Ability to understand and consider the views, concerns and needs of others when taking action
- ✓ Ability to communicate effectively with people at all levels in a variety of situations
- ✓ Ability to plan and organise a workload with competing demands and priorities utilising time and resources effectively
- ✓ Ability to implement the aims and objectives of Right There at functional level
- ✓ Commitment to training and professional development, including keeping up to date with all relevant legislation.
- ✓ Full, valid driving licence

Desirable skills and experience



- ✓ Experience of working in a similar environment
- ✓ A flexible approach to working hours
- ✓ Understanding the needs and rights of people we support
- ✓ Awareness of issues surrounding homelessness
- ✓ Computer literate
- ✓ Current valid CSCS card
- ✓ Health and Safety Training
- ✓ First Aid Certificate

Role Details

Contract: Full time, permanent, 35 hours per week.
Salary: SCP 21-26 (£25,320 - £29,285 per annum)
Reporting to: Maintenance Supervisor

- Working hours are 35 per week worked Monday to Friday 8am to 4pm with 1-hour unpaid break
- Your core place of work will be Rosemount Business Park, Unit E2, 141-145 Charles Street, Glasgow, G21 2QA.
- You may be required to work from such other place as the organisation may reasonably require from time to time.
- Annual leave entitlement of 210 hours holiday (equivalent to 6 weeks) pro rata per year in the first year rising to 280 hours (equivalent to 8 weeks) pro rata per year in the second. This includes public holidays.
- All appointments are subject to a minimum of a 12-week probationary period.
- You will be automatically enrolled into the People's Pension. Deductions will be taken from your salary in the month you will complete 3-months of employment
- It is the nature of the work of Right There that tasks and responsibilities are, in many circumstances unpredictable and varied. All employees are, therefore, expected to work in a flexible way when the occasion arises.

How We Equip Our People to Thrive

Contractual Benefits

- Opportunities to work flexibly around the needs of your programme.
- Real Living Wage employer.
- 6 weeks annual leave, rising to 8 after a year (plus you can purchase and sell up to 5 days).
- Contributory pension with the Peoples Pension after 3-months, provided you meet auto-enrolment criteria. Employer and employee contributions are at 5%.
- Life insurance at 4 x your salary through YMCA Group Life Assurance Scheme.

Development and Wellbeing Benefits

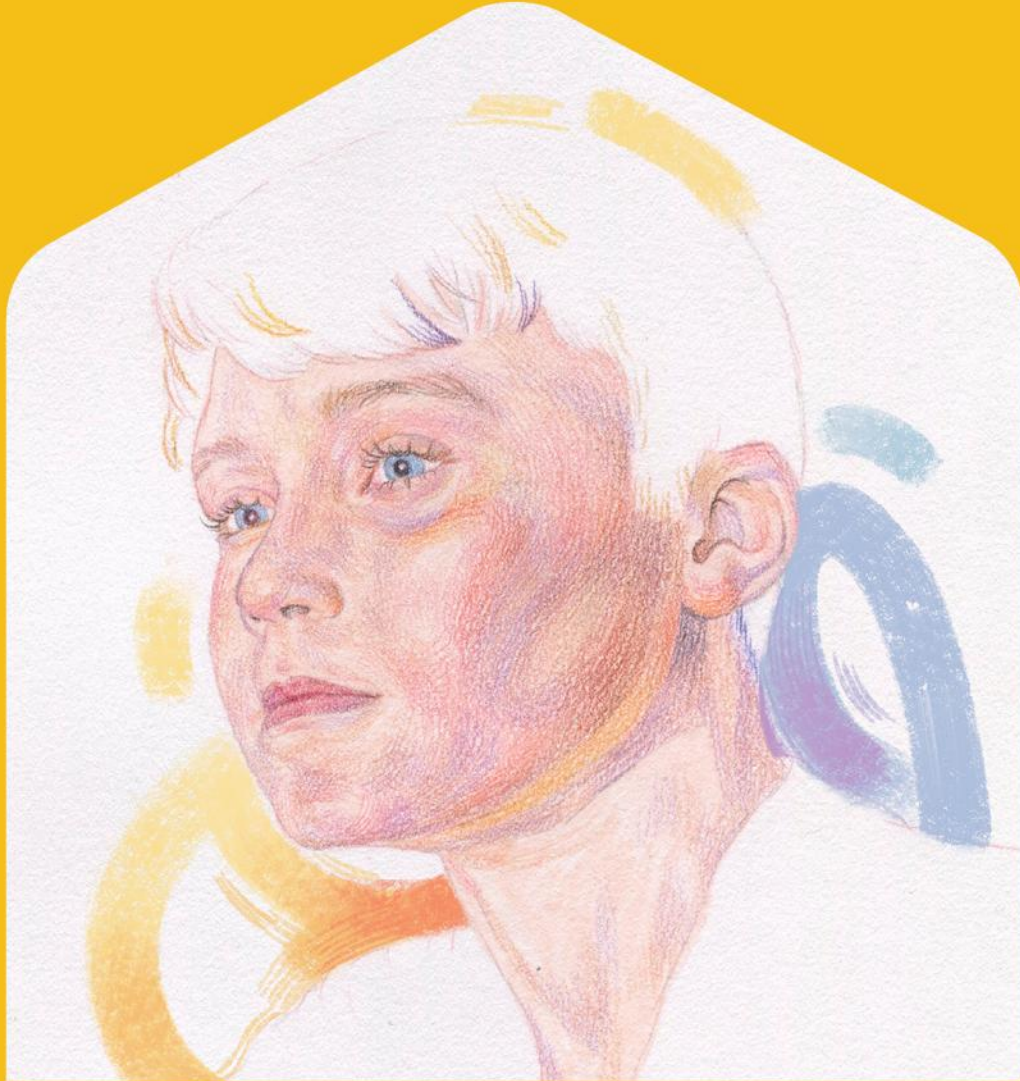
- 24-hour counselling and wellbeing services and self-care hub through Our Employee Assistance Programme and Wellbeing Hub.
- Free access to our Mentoring Platform where you have the opportunity to be mentored by an industry colleague or be a mentor – you could be both!
- Access to a range of development opportunities, such as being trained on our trauma informed [People First approach](#), and access to our annual plan of training and development relevant to your role and growth.
- For appropriate roles, funded SVQ 2 and 3 qualifications.

Enhanced benefits

- Enhanced maternity, adoption and shared parental leave with 12 weeks full pay and 12 weeks half pay.
- Enhanced paternity pay at 2 weeks full pay.
- Up to 5 paid days for compassionate leave for the loss or serious illness of a loved one.
- For those who qualify, full pay for Neonatal care leave of up to 12 weeks (inclusive of statutory neonatal care pay).
- 2 weeks full pay for Parental Bereavement Leave.

Additional Benefits

- Access to Health Shield, where you can set up a monthly payment plan to access additional wellbeing services, including GP Anytime, payment towards dental care, glasses, massages and physiotherapy.
- Cycle To Work Scheme – hop on your bike to feel healthier and save money.
- Glasgow Credit Union – join to receive offers on loans, savings and mortgages to people who live and work in the Glasgow 'G' postcode.
- Refer a Friend to come work with us and receive £100.
- As a charity worker you can purchase a [Blue Light Card](#) for £4.99 for two years, offering you access to over 15,000 discounts with local, regional and national UK brands. These discounts are available online and in-store across many categories.
- [Company Shop](#) also offer discounted items to you within their stores
- Sign up for a chance to win free tickets to live events at [Concerts for Carers](#).



www.rightthere.org
hello@rightthere.org

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Thank you.

**Good luck with your
application.**

**For People.
At Home. In the Community.**