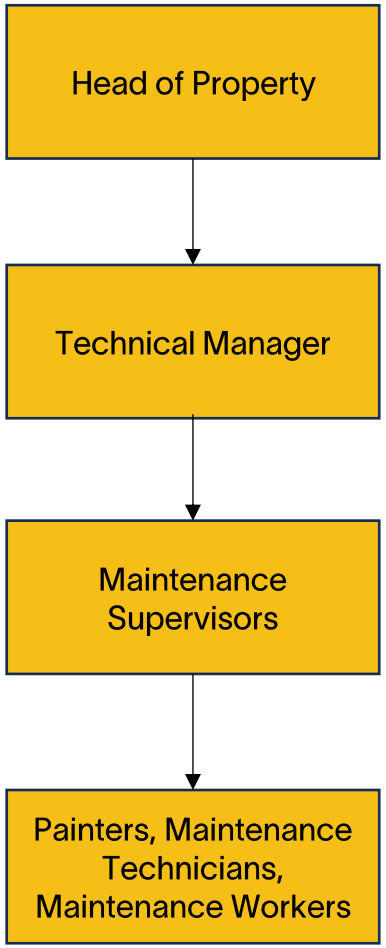
Right There

Job Pack
Painter
(November 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 600 properties of various size, predominantly in the Glasgow area and includes technicians, general maintenance workers and painters

About Right There



We are a charity that recently celebrated 200 years of standing alongside people in Scotland. Last year we supported almost 4,000 people to stay in their homes and stay connected to the people they love.

We provide tailored support for people, at home and in the community. We are here for people living with the effects of homelessness, poverty, addiction or family breakdown. We meet people where they are, with no judgement – walking alongside them and offering the right support at the right time.

Everyone's story is unique, and everyone's route home is different, so we tailor our response to the individual. Our approach is about building trusting relationships and nurturing people's strengths, and our 200 staff, mentors and volunteers are at the heart of it.

What We Do



For People

Through counselling, mentoring and coaching, we help people feel happier, safer and more confident to take steps to improve their own lives.



At Home

From emergency accommodation to supported and next-step housing, we provide safe and supportive places to call home.



In The Community

Through outreach, help to rent and family support, we help people live independently and build strong community connections.

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

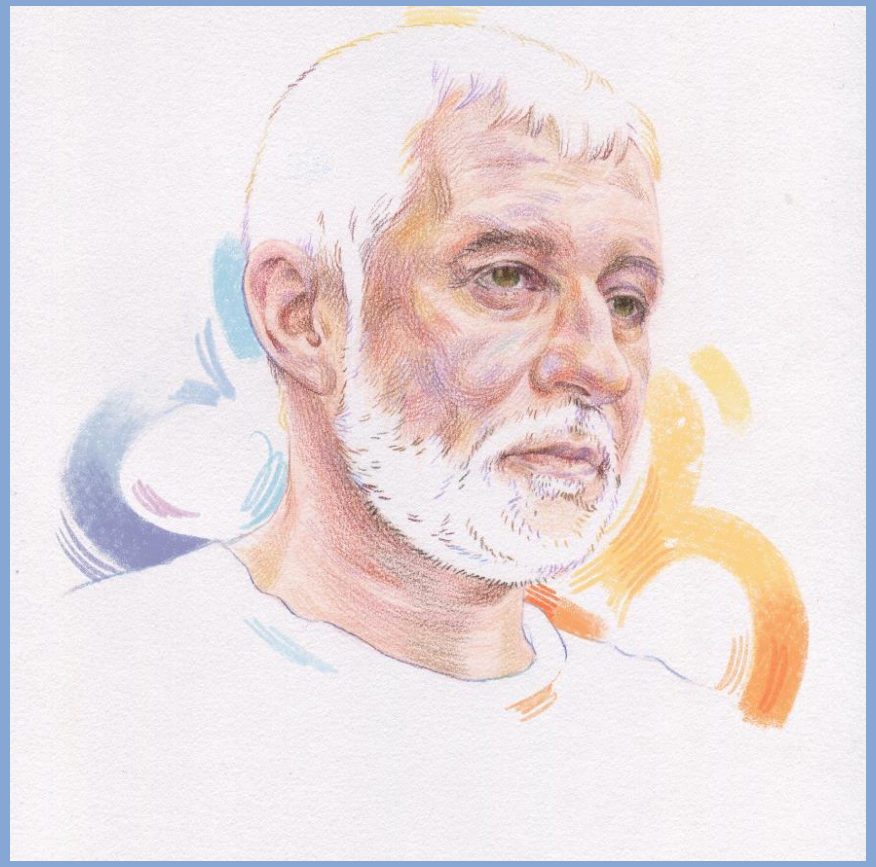
Maintenance Team Member

- 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 polices & 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 & experience

WHAT YOU MUST BRING

- ✓ 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 knowledge

Helpful experience that will strengthen delivery and compliment your essential skills.

- ✓ 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 25-28 (£29,401 - £32,310 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 provided you meet the auto-enrolment criteria.
- → 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

01 Contractual benefits

- **Flexible working** around programme needs.
- **Above Real Living Wage** + Christmas/New Year rota overtime.
- **Jury duty** topped up to full pay.
- **Annual leave**: 6 weeks → 8 after year one; buy or sell 5 days.
- **People's Pension** from day one if eligible; employer and employee each contribute 5%.
- **Life insurance**: 4× salary through the YMCA scheme.

02 Enhanced leave

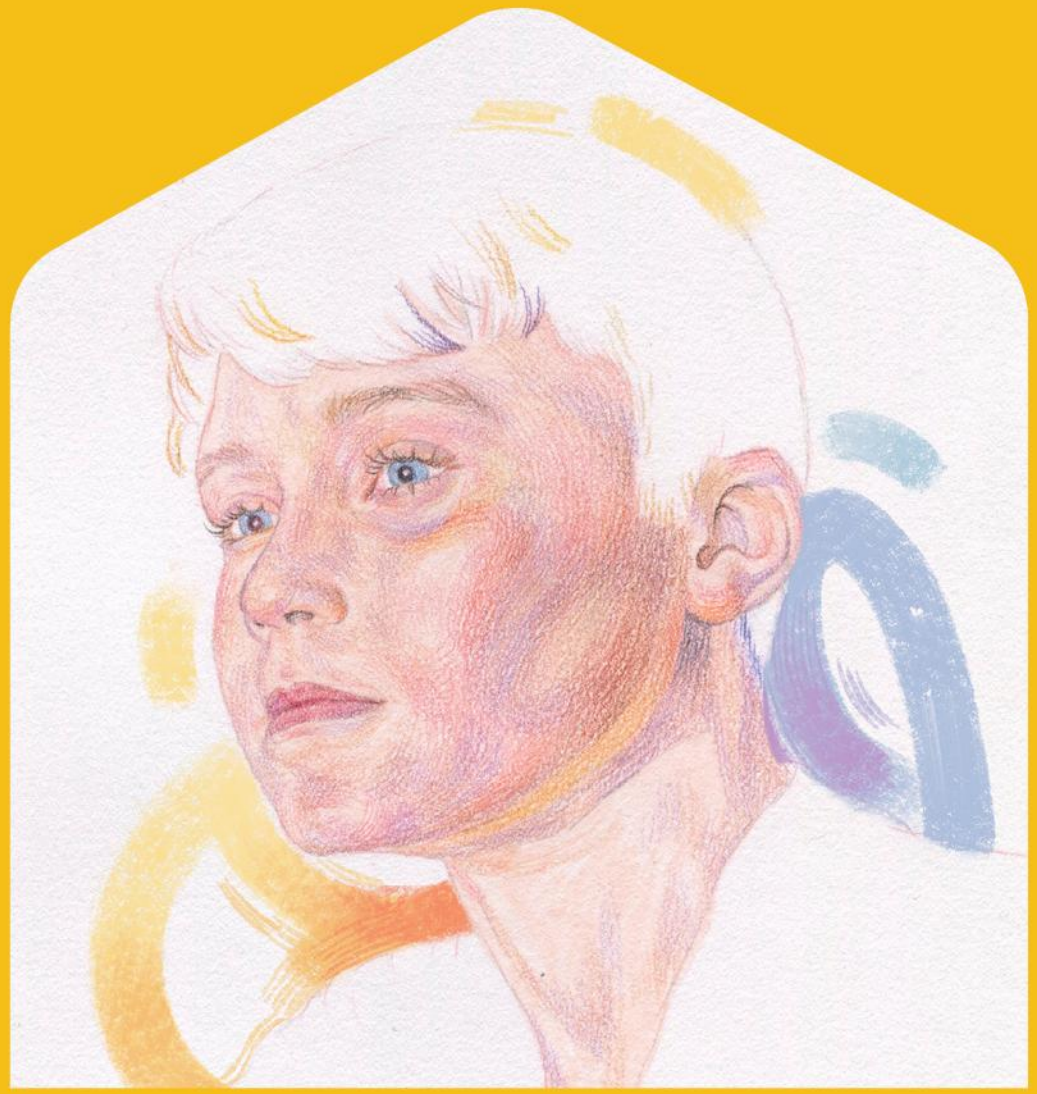
- **Maternity, adoption and shared parental leave**: 26 weeks full pay, then 26 weeks half pay.
- **Paternity leave**: 4 weeks paid.
- **Compassionate leave**: up to 5 paid days after a loss or serious illness of a loved one.
- **Neonatal care leave**: up to 12 weeks full pay for those who qualify, inclusive of statutory pay.
- **Parental bereavement leave**: 2 weeks full pay.

03 Development & wellbeing

- **24-hour support** through our Employee Assistance Programme, Wellbeing Hub and self-care resources.
- **Mentoring platform**: take part as a mentee, mentor or both.
- **Learning and growth**: People First trauma-informed training plus an annual role-relevant development plan.
- **Funded qualifications**: SVQ levels 2, 3 and 4 for appropriate roles.

04 Everyday extras

- **Health Shield**: monthly plan with GP Anytime and support towards dental care, glasses, massage and physiotherapy.
- **Save and travel**: Cycle to Work and Glasgow Credit Union offers for people in Glasgow "G" postcodes.
- **Rewards**: £100 Refer a Friend payment (conditions apply).
- **Discounts**: Blue Light Card (£4.99 for two years; 15,000+ offers) and Company Shop.
- **Live events**: enter Concerts for Carers ticket draws.



www.rightthere.org
hello@rightthere.org

Follow us search ‘Right There’:

Thank you.

Good luck with your application.

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