

**Electricians, Joiners, Plumbers,
Painters & Decorators, Plasterers**
(Multi-Skilled Trade Operatives)



Recruitment Pack



Salary: Up to £35,376 per annum (Dependent on Core Trade Skill) + Additional pay for Overtime, Stand-By, Call Outs.

Pension scheme: up to 8% employer contribution

Life Assurance: 4 x annual salary

Benefits: Company Vehicle, Tools, Uniform, PPE Provided + Generous Benefits Scheme.



Mobile Worker, based throughout Cumbria



Permanent
40 hrs per week



Letter from Brett Carson

Multi-Skilled Trades Operatives

Dear Applicant,

Thank you for your interest in the Multi-Skilled Trades positions at Castles & Coasts Housing Association (CCHA).

About Us:

Our team handles repairs, maintenance, and other services for CCHA properties.

We have over 90 skilled team members and growing.

Why Join Us:

We're expanding and need more skilled tradespeople like Electricians, Joiners, Plumbers, and Plasterers.

If you have experience in these trades and can do high-quality work, we want to hear from you.

As a multi-skilled trade operative, you will carry out most work in your specialist trade and support with basic tasks in other trades. You will work alongside and have support from other trade specialists.

We offer job security, 25 days holiday (rising to 30 days) plus bank holidays, competitive salary, pension and life assurance.

How to Apply:

Read this pack for more details about the job and our terms.

Apply online by submitting your CV.

The deadline is, Monday 30th June 2025

We look forward to your application.

Best regards,

Brett Carson
CCS Business Manager

Applications are treated in the strictest confidence; for information of CCHA's Privacy Policy, please access the following webpage <http://castlesandcoasts.co.uk/privacy>.

Role Profile

Job Description

Job Title: Multi-Skilled Trades Operative

Responsible to: Castles and Coasts Services Supervisor

Purpose of Job:

- Complete repairs and maintenance on tenanted and empty properties.
- Ensure work is done on time, to a high standard, and safely.
- Help with compliance checks and provide technical expertise.

Key Responsibilities:

- Perform skilled work on properties, meeting quality standards.
- Do core trade work and some basic tasks in other trades.
- Record completed work and materials used.
- Handle planned and emergency repairs.
- Work with other trades and contractors.
- Order and maintain tools and materials.
- Promote health and safety.
- Respond quickly to emergency job requests.
- Report equipment and property issues.
- Provide out-of-hours emergency response on a rota basis.
- Self-manage and prioritise tasks effectively.

General Responsibilities:

- Work well with the team to meet goals.
- Follow company policies and procedures.
- Promote equality, customer care, and health and safety.
- Comply with financial and conduct rules.
- Perform other duties as needed.

Role Profile

Person Specification

	ESSENTIAL	DESIRABLE
Education & Qualifications	<ul style="list-style-type: none">• NVQ L2, or equivalent, in any Trades Skill (Electrician, Joiner, Plumber, Plasterer, Painter)	<ul style="list-style-type: none">• NVQ L3 in your core trade skill or, L2, or equivalent, in any other Trades Skill (Joiner, Plumber, Plasterer)
Experience, Knowledge, Understanding	<ul style="list-style-type: none">• Experienced as either an Electrician, Joiner, Plumber, Plasterer or Painter• Competent in carrying out basic repairs in other trades• Strong commitment to health and safety	<ul style="list-style-type: none">• Experience in property repairs for a housing association or similar• Experience in working alongside other trades and sub-contractors• Experience in training apprentices• H&S Training
Technical & Professional Skills	<ul style="list-style-type: none">• Basic maths and reading skills to record jobs• Ability to use a mobile phone for working and job tracking (a phone will be provided)	<ul style="list-style-type: none">• Basic computer skills
Professional attributes	<ul style="list-style-type: none">• Honest and transparent• Commitment to follow CCHA's values and policies• Friendly and courteous to customer• Works well with the team• Communicates well with colleagues and customers• Flexible and adapts to changes• Committed to improving work	
Other	<ul style="list-style-type: none">• Full driving licence• Willing to travel in the region	

Terms and Conditions

The remuneration for the Multi-Skilled Trades Operative (permanent) roles are:

- Electrician £35,376
- Joiner £33,166
- Plumber £32,008
- Plasterer £31,467
- Painter & Decorator £29,933

Additional pay for overtime, stand-by and call outs.

TYPE	DETAILS
Location	<ul style="list-style-type: none">• Mobile working (Vehicle + Fuel Card Provided + Tools)• Based throughout Cumbria
Hours	<ul style="list-style-type: none">• 40 hours per week (full time)• Flexible working patterns available between 8.00am - 6.00pm weekdays and 8am - 1pm on Saturdays
Pension and Life Assurance	<ul style="list-style-type: none">• SHPS Defined Contribution Scheme• Employer contributions up to 8%• Life Assurance (4x annual salary)
Annual leave	<ul style="list-style-type: none">• 25 days rising to 30 days after 6 years' service plus bank holidays
Additional benefits	<ul style="list-style-type: none">• Overtime Payments, Call Out and Stand-By Payments• Induction programme and ongoing personal development• Staff equipped for agile working• Corporate Performance Bonus Scheme• Staff Savings Scheme• Access to Benefit Hub• Simply Health Plan (after 3 years' service)• Discounted gym membership (part of Simply Health)• Employee Assistance Programme (less than 3 years' service)• Long Service Awards• Staff Forum• Cycle to Work Scheme• Company sick pay scheme• Family friendly policies with company pay schemes

Additional information about Castles & Coasts Housing Association is available on our website: www.castlesandcoasts.co.uk

Application Process

RECRUITMENT STAGE	DATE
Advert goes live	Friday 23 rd May 2025
Closing date for applications	Monday 30 th June 2025
Interviews to be held	By appointment following application
Starting Date	Immediately upon receipt of satisfactory references and subject to notice period

How to apply

Please complete our online application form by clicking the Apply button in the vacancy listing on our website. Please note we are now accepting CV's and covering letters for this role; please ensure you fully complete the application process. To give yourself the best chance of being selected for interview you should be as thorough as possible with your CV to include your employment history and your skills and qualifications.

Please note if you have previously created an account while applying for a job with us in the past, you can log in and use that to apply for this vacancy.



Criminal Record Check

Our policy on Employing People with a Criminal Record requires that a satisfactory disclosure from the Disclosure & Barring Service will be required before an offer of employment is confirmed for this post. This post requires a basic disclosure.

Castles & Coasts takes its responsibilities to protect vulnerable adults and children seriously. As an Equal Opportunities employer, we are clear that a criminal record is not necessarily a bar to securing a position with us. The relevance of any criminal record will be assessed in relation to the post, and we may seek legal advice to guide us on this assessment.

Castles & Coasts will meet the cost of the Disclosure and will provide the relevant documentation to the selected candidate following the interview process. All Disclosure information is treated sensitively and in the strictest confidence.

Acknowledgement

Your application will be acknowledged and treated with strictest confidence.



Appendix 1

Recruitment Advertisement

Electricians, Joiners, Plumbers, Plasterers, Painters and Decorators - Join Our Team as a Multi-Skilled Trades Operative!

Job Title: Multi-Skilled Trades Operative (Electricians, Joiners, Plumbers, Plasterers, Painters and Decorators)

Location: Mobile role, based throughout (or in) Cumbria”

Salary: Up to £35,376 per annum (Dependent on Core Trade Skill) + Additional pay for Overtime, Stand-By, Call Outs.

Annual Leave: 25 days, plus bank holidays (rising to 30 days, plus bank holidays)

Pension scheme: up to 8% employer contribution

Life Assurance: 4 x annual salary

Benefits: Company Vehicle, Tools, Uniform, PPE Provided + Generous Benefits Scheme.

About Us:

Castles & Coasts Housing Association (CCHA) manages over 7,400 homes in the North of England. Our in-house team, Castles & Coasts Services (CCS), handles repairs, maintenance, and other services for CCHA properties.

Why Join Us:

- Permanent, full-time roles with a reliable income.
- Great pay: Competitive salary plus extra for overtime, call outs, and stand-by.
- All gear provided: Company vehicle, power tools, hand tools, uniform, and PPE.
- Generous benefits: Pension, life assurance, annual leave, and more.

Your Role:

- Perform repairs and maintenance on tenanted and vacant properties.
- Ensure high standards of work and safety.
- Work with other trades and contractors.
- Record completed work and materials used.
- Respond to emergency job requests.

Requirements:

- NVQ Level 2 or equivalent in a trade skill (electrician, joiner, plumber, plasterer).
- Experience in property repairs.
- Good literacy and numeracy skills.
- Ability to work independently and manage tasks.

How to Apply:

- **Apply online by submitting your CV.**
- **Closing date: Monday 30th June 2025**
- **Interviews: By appointment following application**



Our Organisation

Who Are We?

Castles & Coasts Housing Association (CCHA) was created in July 2017 as a result of merging Two Castles and Derwent and Solway Housing Associations. We have an annual turnover of over £36m, employ around 300 staff, and own and manage more than 7,400 homes in rural and urban communities across the North of England, with around 75% located in Cumbria.

Why Work at CCHA?

We couldn't do what we do without our people, so we do whatever we can to make working at CCHA as enjoyable and fulfilling as possible for every individual.

CCHA strives to be an exemplar of good practice in both organisational excellence and as an employer. Our aim is to engage, motivate, develop and inspire our people to work towards a shared vision as well as individual priorities. CCHA has developed agile working practices, for applicable roles, to provide staff with greater flexibility.

Employee wellbeing and engagement is something that CCHA is strongly committed to. We have continuous programmes of support and development, such as mental health first aiders. We involve people, work with them, and agree a common approach to 'how we do things around here'.



Darren Lee,
Development Officer

I'm proud to work for an organisation that is making a real difference delivering new housing solutions in the communities we serve.



Olivia Day, Lettings & Neighbourhoods Officer

The culture at CCHA is extremely flexible and compassionate, and always considerate of the wellbeing of staff.



Chris Clarke, Senior Surveyor (Compliance)

I will always remember when I first started, not only did I find my new colleagues extremely helpful and friendly, but everyone had positive things to say about working here.

Staff Survey Results- October 2024

100%

I am committed to the success of CCHA

93%

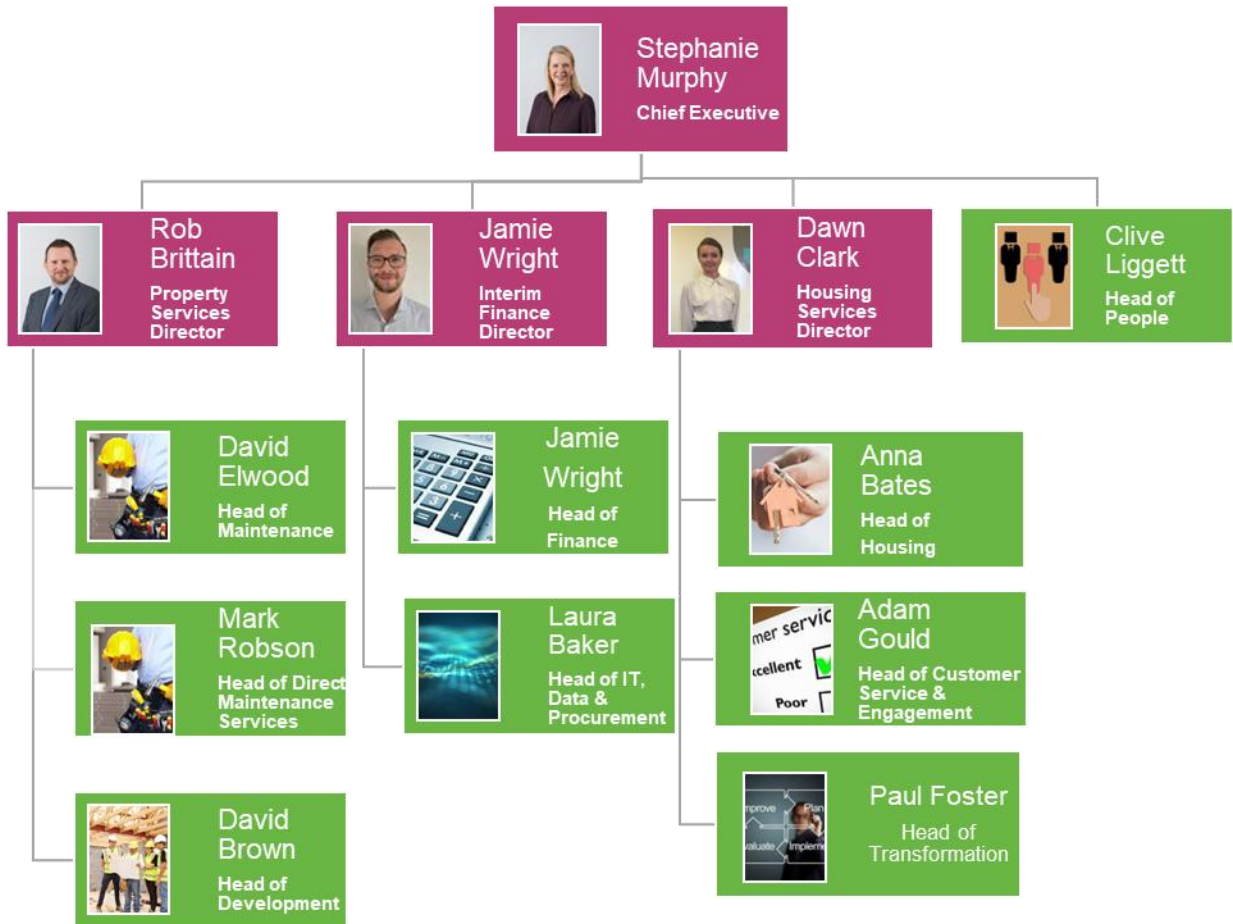
I feel proud to work for this organisation

94%

I think CCHA is a good place to work

Our Team

Organisational Overview



CCS Team Overview

