

## JOB & PERSON SPECIFICATION

### JOB DESCRIPTION

<b>Job Title:</b>	Tenancy Sustainment officer
<b>Service:</b>	West Farm, Dorset
<b>Reports to:</b>	Service Manager
<b>Responsible for:</b>	N/A
<b>DBS check</b>	Enhanced with Adults and Children Barring list check

#### Job Purpose:

This is a key post contributing to the delivery of Salvation Army Homes's housing services to its residents. Working within our corporate aims and objectives you will deliver a Resident focused service.

You will co-ordinate tenancy management and rent collection to ensure all housing management income is collected effectively. You will ensure fair access, process of applications, relevant background checks and allocation of vacant properties.

You will ensure supported accommodation is available for use, keeping vacant properties to a minimum and void turnaround time minimised. You will ensure Health and Safety and property standards are maintained and work effectively as a team member delivering excellent services to Salvation Army Homes's Residents

You will work with our Residents to increase their ability to sustain a tenancy when they leave our service.

#### Key Relationships:

- Reporting to the local management team
- West Farm Support team
- Salvation Army Homes residents promoting their ability to sustain accommodation
- Dorset Housing related support teams
- Move referral routes including social housing private tenancy and housing support teams
- Representing the organisation to the public

#### Main duties and responsibilities:

### KEY RESPONSIBILITIES

#### Property Management

- Assure compliance with Management Agreements/ Property Leases and report as required on housing management performance.
- Effectively work for the efficient turnaround of void properties to ensure quick re-let with pre-let and post let checks, ensuring repairs and replacements are completed quickly.

- You will ensure supported accommodation is available for use in line with local Key performance Indicators.
- Oversee and carry out where necessary the basic cleaning and room turnaround tasks to ensure Salvation Army Homes' standards are maintained.
- Carry out regular H&S checks as determined by the client group, management agreements and Salvation Army Homes's policies.
- Support and empower residents to maintain cleanliness of communal and personal space in accordance with their tenancy / licence agreement.
- Ensure the properties are let to Salvation Army Homes' Standards and maintained as such, monitoring properties for damage or abandonment or misuse.
- Ensure that accommodation furnishings and Welcome Packs are available for new lets. Order replacement furniture. Maintain inventory and agree the condition of accommodation at the point of re-let with the new tenant and again when the tenant is leaving.
- Recharge the resident for any damage or missing items from the inventory.

### **Fair Access and allocation**

- To generate referrals and promote accommodation vacancies by liaising with partner agencies. (e.g., Housing options, Single Point of access).
- Manage referrals and assess risk ensuring fair access to accommodation in line with specialist selection criteria.
- Complete relevant background checks, obtain landlord references where required, to assess to evidence client application and suitability.
- To assess priority of need and manage the accommodation waiting list ensuring no vacant properties and void turnaround time is minimised

### **Tenancy Management**

- Ensure adequate induction of residents to West Farm and the training flats, ensuring they are aware of the input given by Housing services.
- Ensure the letting of property is in line with local policy with sign up where necessary.
- To meet with new residents at the point of move in or within 2 weeks of move in, as part of their induction and understanding of their tenancy responsibilities and rights.
- Monitor and enforce any breaches in occupancy agreements, in consultation with support services teams.
- Work pro-actively with residents and support staff to ensure residents understand and pay their rents and service charges and that payment options are put in place to support them to do so.
- To co-work with multi-disciplinary teams and operational management in the management of crisis and prevention of homelessness to sustain tenancies in line with statutory obligations and homeless prevention plans.
- Establish good relationships with neighbours. Ensure any concerns or incidents they have are responded to professionally and quickly. Record and deal with any neighbour complaints in accordance with Salvation Army Homes procedure.
- Support the service with move-on of residents – identify accommodation options where appropriate and assist with applications, work with residents in the training flats to ensure they are able to manage their tenancy obligations.
- Respond quickly to complaints and ensure any concerns or incidents reported are managed professionally and quickly.
- Ensure residents have a clear understanding of what constitutes harassment and anti-social behaviour

- Assertively manage incidents of harassment, ASB or discrimination in line with Salvation Army Homes' policy.
- Take appropriate action to terminate occupancy agreements including serving eviction notices where this is appropriate and agreed with the support team.
- Ensure residents are visited regularly and supported regarding their obligations under the licence or tenancy agreement, in particularly rent payment and property maintenance.
- Work in liaison with the asset management team to ensure the property remains relevant to the residents needs and address issues of disrepair.
- To coordinate successful transition from temporary accommodation to move on accommodation exploring all appropriate resources. E.g. Choice based lettings applications, bond schemes, trust fund application.
- To Identify and address barriers to move on accommodation to ensure tenancies are terminated appropriately and legally to avoid risks and losses to Salvation Army Homes wherever possible minimising any adverse impact on the resident.
- To work within Salvation Army Homes's safeguarding policy and procedures, ensuring a person-centred and contextual approach to safeguarding and that appropriate action is taken in order to safeguard the wellbeing of children, young people and adults at risk, protecting them from harm whilst respecting their rights, wishes and feelings

### **Administration Duties**

- Ensure accurate I.T. and file records are kept on individual tenancies and properties particularly in relation to void management, tenancy sign up, anti-social behaviour, defects, complaints and terminations.
- Regularly record on Salvation Army Homes's IT reporting system to ensure all information is available to all staff.
- Adhere to the administrative systems in place and ensure that communication within your immediate team and the wider team is effective.
- Maintain accurate records on all properties and interactions with residents and work effectively with the support services to ensure a joined up and beneficial service to Salvation Army Homes's residents.

### **Financial Management**

- Prioritise income maximisation and avoidance of loss of income through rent losses from voids and arrears. Work to Salvation Army Homes's targets around voids and rent loss.
- Ensure compliance with all financial policies and procedures
- Work within budgets and strive for excellence whilst being cost effective.

### **Relationships and Partnerships**

- Effectively and professionally promote of the services to stakeholders.
- Enhance effective working relationships internally with the support services teams, administration, and central services, externally with referral agencies, other Registered Social Landlords and Local Authorities.

### **Quality / Cost Assurance**

- Report on performance monthly to line manager within deadline.

- Provide responsive interventions to prevent escalation of situations and provide cost reduction practices
- Encourage and support meaningful resident involvement in all aspects of the services and embed Involvement at the core of the service provision.
- Ensure that the Equality and Diversity Strategy and agenda are actively promoted in all areas of work and that the services are relevant and accessible to all.
- Provide services which meet with our standards in the most cost-effective manner.

**Related activities:**

- To participate in essential training, role related training and to work in accordance with all relevant Salvation Army Homes regulations including, for example the Code of Conduct, Equality, Diversity and Inclusion, Safeguarding, Health and Safety and Information Security.
- To fulfil the role by being adaptable and flexible to the overall activity that is necessary to be successful and effective.
- To fully align with Salvation Army Homes values and behaviours and to adopt an 'advantaged thinking' perspective through language, conduct and behaviour.

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<b>Service:</b>	West Farm, Dorset

### Essential Qualifications / Memberships:

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### Aptitudes / Abilities:

- Proactive and self-motivated with a can do attitude
- Demonstrable empathy with the client group
- Ability to enable young people to sustain a tenancy
- Confident and capable communicator with the ability to inspire, engage and challenge
- Great verbal, written and influencing skills
- Ability to use a computer, e.g., Microsoft packages and capacity to successfully navigate support packages used by Salvation Army Homes
- Able to be flexible with working hours to accommodate a working rota in conjunction with the needs of the service and team members
- Willingness to take part in outdoor/residential activity on occasion
- Ability to plan forward, prepare and deliver life skills sessions

### Experience / Interests:

- Experience of or knowledge related to working with young people
- Proven capacity to deal successfully with difficult and complex situations
- Understanding of wider support and funding facilities available for vulnerable clients
- Experience of supporting vulnerable people or groups
- Capacity to understand individual action plans, personal development programmes and need and risk assessment

### Values and behaviours:

To be successful in this job you need to be fully aligned with our values and behaviours. They mean a lot to us. They help define how we should all work, and this helps us to stand out from other providers and employers. Please see overleaf.

## Saha SPIRE Values

### Servant Leadership

*We help people thrive*

We set high benchmarks with an encouraging and supportive leadership style

### Passion

*We love our work*

We invest in the lives of residents and fight to do better for them

### Inclusion

*This is a team effort*

We provide an environment where everyone has a sense of belonging and feels respected and valued

### Respect

*We show respect for all*

We create a place where residents, colleagues and partners are all encouraged to contribute

### Effectiveness

*We find a way*

We deliver meaningful change and are committed to achieving our objectives

## The Four Pillars

### Our Practices

Building for and serving customers

### Our Places

Investing in decent, safe, and affordable homes

### Our People

Being an employer of choice

### Our Pounds

Achieving value for money and financial resilience