

# Job Description and Person Specification



# Job Description

<b>Job Title</b>	Housing Support Officer
<b>Grade</b>	3
<b>Service</b>	Housing & Homelessness
<b>Reports to</b>	Housing & Homelessness Manager
<b>Location</b>	Broadgate House
<b>Job Evaluation Code</b>	



# About Coventry City Council

**Who we are:** At Coventry City Council we are dedicated to making a positive difference to the services we deliver to the diverse citizens of Coventry. The work we do improves people's lives – from helping them into work to providing clean and green places to live, to keeping people safe and protected.

As a Coventry City Council employee, you have our ongoing commitment to your growth and development with opportunities to work across multiple service areas including customer contact, public health prevention and education and skills, adults and children's services and provide support for the most vulnerable.

**Our aim is simple** – to be globally connected, locally committed, deliver our priorities with fewer resources whilst effectively managing our performance and measuring our progress.

**Our Values:** We expect everyone who works for us to be committed to our One Coventry values and to share our commitment to becoming a more diverse and inclusive organisation:



# About the Service your team will provide

## Purpose of the role / Output

- Work as part of a team to ensure at the Housing & Homelessness function delivers the organisational vision for service delivery
- Respond to a range of administrative tasks
- Engagement with customers to gather information to support decision making and services
- Work to support Housing & Homelessness in the delivery of its statutory requirements
- Carry out administrative tasks to support the day to day activities of Housing & Homelessness
- Work as part of a team to achieve performance objectives
- Culture where the customer is at the heart of everything it does
- Undertake day to day duties to ensure business is effective and efficient as possible

## Main Duties & Key Accountabilities

- **Deliver excellent quality customer service**

Through displaying integrity and role modelling of appropriate behaviours and practices setting an example for the team as a whole  
Provide excellent customer service to the public and colleagues, taking ownership of general enquiries and ensuring where possible they are resolved at first contact

Resolve queries using appropriate systems and information at your disposal and applying personal judgment as required. Identify appropriate point at which to refer to the service for input or to escalate to the line manager

Use appropriate systems to support services, inputting information, raising and receipting orders, processing invoices etc.

Produce appropriate documentation to support services including; reports providing visibility of required key information, production of spreadsheets etc.

Maintain systems in an orderly manner; records archiving, filing etc.

Actively promote a positive, forward looking, results orientated and customer focused culture

Demonstrate personal commitment to delivering corporate messages and associated changes

Have pride in Housing & Homelessness

- **Focus on performance**

Adhere to appropriate routines to ensure that all elements of the service are delivered to achieve optimum performance

Identify and make recommendations for change to practices or issues that negatively affect the performance that is delivered to the customer

Work with team members to ensure appropriate prioritisation and distribution of activity to meet the most pressing needs of the supported service areas

Maintain a professional focus in delivering all aspects of customer service

- **Establish effective relationships**
  - To support work with service managers to build, maintain and promote effective working relationships
  - Act as a point of contact and support for service requests in the absence of the team manager ensuring that they are briefed/made aware of any requests made in their absence
  - Engage with peers to deliver excellent service
  - Offer support, guidance and positive engagement to all members of the team irrespective of roles and responsibilities
  - Work with organisations across a variety of mediums to support the delivery of Housing & Homelessness statutory requirements.
- **Maintain a focus on change and continuous improvement**
  - Provide feedback on service delivery to the organisation to help facilitate change
  - See mistakes as an opportunity to learn and make progress at a business and individual level
  - Demonstrate self-awareness in understand own strengths & weaknesses and explore opportunities with corporate training and quality coaching to learn and improve
  - Attend training courses for professional development
  - Provide support, guidance and training to other team members where required
- **Support the Housing & Homelessness agenda across the organisation**
  - Take a customer and organisational view in considering new initiatives
  - Support in the implementation of strategies to enable organisational change
  - Engage where appropriate in corporate initiatives and projects to ensure that customers are at the heart of organisational thinking
  - Engage positively with customers where appropriate to facilitate the best outcome possible acknowledging organisational constraints where they exist
- Any other duties and responsibilities within the range of the salary grade.

## **Standard information**

Post holders will be accountable for carrying out all duties and responsibilities with due regard to Code of Conduct, Safeguarding, Health & Safety and the City Council's Workforce Diversity and Inclusion Policies.

Duties which include processing of any personal data must be undertaken within the corporate data protection guidelines.

### **Smoke Free**

The City Council is Smoke - Free. Smoking is not permitted on any of our premises or the surrounding land including car parking facilities.

### **Training**

The postholder must attend any training that is identified as mandatory to their role.

## **Responsible for:**

**Staff managed by postholder:**

N/A

## Person specification

<b>Job Evaluation Code</b>
<b>Knowledge</b>
An awareness of and a commitment to customer care
Working in an administrative environment
Communication skills to be able to establish effective working relationships within the team, with customers and other organisations
Knowledge of equal opportunities and diversity in relation to good customer care
Knowledge of IT packages and systems to present documents in the most appropriate format
<b>Skills and Abilities</b>
Ability to drive high standards in relation to customer services
Build effective relationships and resolve conflict
Supportive and empathetic with colleagues and customers
Proven good verbal communications skills
Able to perform administrative duties
Able to build collaborative relationships with service areas
Self-management skills, to enable workload organisation, prioritisation and implementation within a team setting and with minimum supervision
A systematic, methodical and accurate approach to work
Ability to maintain confidentiality of information
Ability to support, guide and train team members
Ability to use systems to support services
Ability to resolve queries using personal judgement or know when to seek advice
<b>Experience</b>
Evidence of personal development

Working in a customer service/administrative or housing environment
Of a wide range of administrative work
Of producing high quality work using various IT packages to support services in areas such as spreadsheets, report writing etc.
<b>Special Requirements</b>

<b>Date Created</b>	December 2020	<b>Date Reviewed</b>	December 2022
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