



## Role Profile



| Role Details  |   |                       |                           |
|---|---|-----------------------|---------------------------|
| <b>Role Title</b>   | <b>Labourer</b>   | <b>Section</b>        | <b>Investment</b>         |
| <b>Division</b>   | <b>Investment</b>   | <b>Report To</b>      | <b>Operations Manager</b> |
| <b>Grade/Salary</b>   | <b>£32,649 per annum</b>  | <b>Date Completed</b> | <b>June 2026</b>          |
| Company Overview  |   |                       |                           |
| <p>City Building provides a range of repairs and maintenance, manufacturing, construction and refurbishment activities for Glasgow City Council and Wheatley Housing Group's citizens and customers as well as other public, private and third sector organisations.</p> <p>City Building operates both the largest construction craft apprenticeship programme in Scotland, and Royal Strathclyde Blindcraft Industries (RSBi), one of the largest supported manufacturing businesses in Europe, around 200 people, more than 50% of whom have a disability.</p> <p>Our accreditations include, ISO45001, ISO 14001 and ISO 9001:2015. We currently hold Investors in Young People Platinum award, an award we are immensely proud of as it recognises our focus on investing in and growing a skilled staff base.</p> |   |                       |                           |
| Our Values  |   |                       |                           |
| <b>Excellence:</b>  | to deliver quality in everything we do.   |                       |                           |
| <b>Honesty:</b>   | to be open, honest and transparent with all stakeholders, promoting partnerships and sustainability.  |                       |                           |
| <b>Trust:</b>   | to be trusted by our employees, clients and partners.   |                       |                           |
| <b>Inclusion:</b>   | we are a welcoming, diverse and supportive organisation, that supports all to reach their full potential by building trust.   |                       |                           |
| <b>Community:</b>   | to play an important role in the communities of Glasgow we serve. Providing first class services together with jobs and training opportunities for local people.  |                       |                           |
| <b>Ambition:</b>  | to build a culture of excellence, through continuous improvement to deliver outstanding services for all of our customers. All whilst being an employer of choice within the city providing high quality and skilled jobs |                       |                           |
| Our Vision  |   |                       |                           |
| <p>Our residents, customers and partners will recognise us as delivering outstanding levels of customer focus, quality and value. We will play a key role in supporting our members to address our common priorities through our unwavering focus on resident/customer residents' satisfaction, resident/customer value and resident/customer trust. In doing so we will be recognised by our residents, customers and partners as playing a significant role in making Glasgow a great place to live.</p>  |   |                       |                           |

## Role Summary

A Labourer is a key member of the Operations Division, working within the Investment section to assist in delivering high-quality window installations, Kitchen & Bathroom Installations, Roofing & rendering, environmental projects, and PPM works across the social housing sector. The role involves assisting various trades and managers, removing site rubbish, delivering materials, and carrying out preparation works to allow programs to remain on track with agreed outputs while ensuring excellent workmanship, compliance with Health & Safety and building regulations, and a strong commitment to customer service.

The post holder will be responsible for loading/unloading & delivering materials/equipment, rubbish removals, site clearances, small demolition, and preparation works to assist trades within investment.

Applicants must be an experienced Labourer with a customer-focused approach and the ability to deliver set tasks within agreed timescales. A full driving licence is essential, as the role requires travel to various work locations.

The successful candidate must ensure all work is completed safely, following health and safety legislation, and organisational policies. Care for tenants' homes, maintaining a clean and safe work environment, and delivering excellent customer service are essential aspects of the role.

The role requires the ability to work both independently and as part of a team to complete work efficiently while maintaining high standards of safety, workmanship, and quality.

Flexibility is important, as the post holder may be required to support all areas of the Investment service or work in different locations to meet business needs.

*At the date of preparation this role profile provides a comprehensive overview of the position. It is not an exhaustive list of all possible duties, and it is recognised that this role may evolve over time. Consequently, this is not a contractual document, and the post holder will be required to perform any other duties to the equivalent level that are necessary to fulfil the purpose of the job.*

## Role Outputs

| <b>Role Output:</b>  | <b>Includes the Requirement to:</b>  |
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| Compliance with professional, regulatory, statutory, and corporate requirements. | <ul style="list-style-type: none"><li>– Comply with and implement all City Building Policies and Procedures.</li><li>– Act ethically and with integrity.</li><li>– Comply with H&amp;S legislation.</li></ul>  |
| Investment   | <ul style="list-style-type: none"><li>– Perform general Labourer duties.</li><li>– Manage Daily tasks while co-ordinating and prioritizing.</li><li>– Ensure all work is carried out in compliance with relevant health and safety regulations.</li></ul>  |
| Customer Service and Communication   | <ul style="list-style-type: none"><li>– Communicating effectively with customers, trades, and managers provide updates, and ensure satisfaction.</li><li>– Maintain accurate records of the work carried out.</li></ul>  |
| Health and Safety  | <ul style="list-style-type: none"><li>– To carry out work in accordance with the Health and Safety at Work Act 1974.</li><li>– To ensure that all Health and Safety requirements are adhered.</li><li>– Conduct risk assessments on-site, identifying hazards, and ensuring a safe working environment.</li><li>– Report all Incidents and Accidents at the earliest opportunity.</li><li>– Ensure a safe working site at all times.</li><li>– Ensure wellbeing is a priority.</li></ul> |
| Equipment and Material Management  | <ul style="list-style-type: none"><li>– Ensure that your van has necessary material, tools, and equipment for carrying out work.</li><li>– Efficiently managing all work to avoid delays, including replenishing materials using the correct procedures where necessary.</li></ul>   |

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| Ongoing Training and Professional Development                                  | <ul style="list-style-type: none"> <li>– Complete all necessary training.</li> <li>– Be open to mentorship by more experienced operatives and supervisors during the first 12 months to ensure competency and safety in your work.</li> </ul>  |
| General  | <ul style="list-style-type: none"> <li>– Attend all Training, Meetings, and Toolbox Talks assigned to your role.</li> <li>– Complete all compulsory GOLD and Safety Media training for your role.</li> <li>– Establish, develop, and maintain effective working relationships with all work colleagues.</li> <li>– Undertake any other duties as may reasonably be required in line with the level of responsibility of the role and in order to meet the changing needs of City Building.</li> </ul>  |
| <b>Key Behaviours and Competencies</b>   |  |
| <b>Our Joiners will demonstrate the following behaviours and competencies:</b> |  |
| <b>Behaviours and Competencies:</b>  | <b>Includes the Requirement to:</b>  |
| Technical Competence   | <ul style="list-style-type: none"> <li>– Background in Investment and construction type works, i.e. Window, doors, Kitchen Installations.</li> </ul>   |
| Health, Safety and Environmental   | <ul style="list-style-type: none"> <li>– Operatives should exhibit a proactive approach to health and safety, taking responsibility for personal safety and that of others. This includes adhering to all safety protocols, wearing appropriate PPE/RPE, and ensuring the work area remains safe at all times.</li> <li>– Reporting all safety incidents, accidents, and near misses. Ensure that all asbestos waste is disposed of properly and in accordance with environmental regulations.</li> <li>– A work environment that prioritises safety and minimises exposure to asbestos and other environmental hazards.</li> </ul>                      |
| Communication and Client Interaction   | <ul style="list-style-type: none"> <li>– Operatives need to communicate risks, safety procedures, and job updates to clients and team members. This includes reassuring clients about the safety of the work being undertaken and responding to their questions in a professional manner.</li> <li>– Effective communication with clients, ensuring they are kept informed and confident that all safety measures are being followed, especially when dealing with sensitive information.</li> <li>– Positive relationships with clients, a clear understanding of asbestos risks, and customer satisfaction with the work being carried out.</li> </ul> |
| Teamwork and Collaboration   | <ul style="list-style-type: none"> <li>– Operatives must work cooperatively with colleagues, including supervisors and other operatives, to complete tasks efficiently.</li> <li>– They should also be capable of working independently when necessary, ensuring that all safety protocols and procedures are followed.</li> <li>– Smooth workflow, clear communication between team members, and efficient task completion.</li> </ul>  |
| Trust and Confidentiality  | <ul style="list-style-type: none"> <li>– You must ensure that any sensitive information is handled confidentially and responsibly.</li> <li>– Build and maintain trust with all stakeholders by consistently handling confidential matters with professionalism and respect.</li> </ul>  |

|                                    |  |
|------------------------------------|--|
| Ethical and Professional Integrity | <ul style="list-style-type: none"> <li>- Able to demonstrate honesty and transparency in all professional dealings, particularly regarding standards of works and reporting any safety related concerns</li> <li>- Adhering to high ethical standards, maintaining the reputation of the organisation, and ensuring the confidentiality of sensitive information.</li> </ul> |
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### Person Specification

This post involves attending Investment works and taking them to completion whilst demonstrating excellent customer service to a variety of clients.

Applications are sought from experienced Labourers with significant experience of working in a customer focussed service delivery section. You will be flexible and will be committed to ensuring a high-quality service.

You will be customer focused and proactive; providing Customer Service Excellence and support the service delivery. You will project a professional and quality image of the service provided and always conduct yourself in a professional and courteous manner when representing City Building.

You must be capable of working on your own initiative and also as an integral part of a small team. You will be required to liaise closely with your manager and the investment team in respect of any problems regarding access or delays.

### Requirements

*Qualifications/Licence/Certification/Experience level...*

- Health & Safety qualification
- CSCS Card
- Full UK driving licence required
- Investment experience

### Interdependencies

- Operations/Contracts Manager within the Investment Division
- Other City Building Trades
- City Building Clients and Customers
- All personnel within City Building, Wheatley Housing Group, and Glasgow City Council involved directly or indirectly in working within the Operations Division.

### Conditions

Your normal place of work will be 350 Darnick Street, Glasgow G21 4BA, but City Building has the discretion to place you in any establishment within their control.

Your contracted hours of work will be 35 hours per week to be worked to suit the needs of the business.

You will operate at all times within the framework of the LLP terms and conditions and with due regard to all Health and Safety and welfare legislation.