



## Role profile

**Title:** Painter & Decorator (Estates Team)

**Reporting to:** Maintenance Manager

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**Purpose of Role:**

To undertake painting and decorating duties at appointed Care Home(s) in order to present the homes to the highest standards helping HC-One to become the First Choice Care Home in the community. Maintaining a clean, safe and homely environment to meet the needs of Residents and Colleagues. To be responsive and flexible as the needs of the Homes change.

### Key Responsibilities & Accountabilities

Primarily working across multi-sites, with potential cover to work across other homes as and when required.

Effective engagement and communication with Residents, the Home Manager and other colleagues.

Undertake general painting and decorating in all part of the Care Home as required, including but not limited to making good any damage prior to decoration, wallpapering, painting of walls, ceilings and fixtures and fittings.

Ensure that paints, cleaning fluids and varnishes are used and stored only in accordance with manufactures instructions and guidelines.

Ensure areas in which any painting and / or varnishing work is being done is well ventilated and safe for Residents, colleagues, external visitors and clients in and around the home.

Understand and ensure the implementation of the care home's health and safety policy and emergency and fire procedures promoting safe working practise in the care home. Ensure all equipment used is clean and well maintained.

Complete mandatory and specialist training related to your role, on or off site as and when required to maintain, update professional knowledge and competence.

Ensure that all information of confidential nature gained in the course of duty is not divulged to third parties.

Ensure the security of the care home and any work related vehicle is maintained at all times.

Carry out any other tasks that may be reasonably assigned to you.

## Health & Safety

Report immediately to the Home Manager, or Person in Charge, any illness of an infectious nature or accident incurred by a Resident, Colleague, self or another.

Understand and ensure the implementation of the Care Home's Health and Safety policy, and Emergency and Fire procedures

## Person Specification

	Essential	Desirable	Evidence
<b>Qualifications and Knowledge</b>	A minimum of two years demonstrable experience in a similar role  Full UK driving licence	Relevant/appropriate trade qualification or certification (at Level 2 or equivalent)	Application Form Interview/ Assessment Certificates
<b>Skills</b>	Verbal and written communication skills  Record keeping  Time management  Organisational skills  Attention to detail	IT skills  Numeracy	Application Form  Interview  Assessment  References
<b>Experience</b>	Hands on experience of painting and decorating in a professional capacity  Must be flexible with regard to shifts, night shifts will be required when working in areas which access is required during the day time (such as dining rooms).	Working in a team in a people focused environment	Application Form  Interview  References

## Share our Principles

### **Accountability — Involvement — Partnership**

These principles are *what* we do at HC-One to achieve our vision of being the kindest care provider and the First Choice Care Home in the community.

## Share HC-ONE Values

HC-One wants to attract, recruit, and retain its people, on the basis that their individual values and behaviours align with the values of HC-One.

1. **Kindness** – We are kind to everyone we care for, work with or meet at HC-One.
2. **Integrity** – We do what we say, keep our promises, and acknowledge any errors.
3. **Essential** – We prioritise what is important and then focus on those tasks.
4. **Simplest** – We are clear and straightforward in our communication.
5. **Best Value** – We focus on tasks that offer real value and look for the best value in everything we do.

It is these values based behaviours and competencies that will be measured during recruitment and selection and performance development reviews (Ascent).

### **The following applies to all colleagues:**

You may be required to undertake other duties appropriate to your post and/or hours of work. The company may periodically review your role profile and update it to ensure it relates to the job being performed. It is the company's aim to reach agreement on reasonable changes, but if agreement is not possible the company reserves the right to insist on changes to your role description, after consultation.

## Person Specification

### Self-Awareness

- Conscientious - Wishing to do one's work well and thoroughly
- Diligent - industrious and rigorous in making things happen.
- Self-aware - regulates own performance through self-assessment, and can reflect and learn.
- Recognises and understands personal emotions and how they affect relationships and loyalty with and from others.
- Self-confident - with an eye for detail

### Regulation

- Thinks before acting - able to suspend judgment until sure of position and actions
- Has trustworthiness and integrity – (*one's moral compass*) on which they are guided and will act.
- Organised - whilst open to change.
- Intolerant of poor quality and poor performance and acts quickly, yet with sensitivity to remedy.
- Committed - to people, their role and their Home with expertise in developing/recognising talent
- Action oriented and hands-on.

### Internal motivation.

- Driven - to ensure own home is best in class, excellent / outstanding
- Supportive - selflessly give time to help others achieve their best.
- Curious - in learning of self and others.
- Self-motivated - a self-starter with a strong drive to achieve.
- Tenacious - determined and strong minded, following through to ensure effective delivery
- Resilient – is able to withstand difficult conditions and situations, remaining strong and an example to others

### Empathy

- Understanding – of the emotional makeup of other people.
- Dedicated - to recruiting and developing the best teams and relationships
- Sensitive – to cross-cultural communities and issues
- Warm, engaging, kind and empathetic with a passion for Resident care and quality of life
- Grateful – is thankful, gracious and celebratory of others achievements

### Social Skills

- Builds networks - Manages relationships, especially in the community and with commissioners and professional partners.
- Effective leadership – encouraging change, is persuasive, hard-working,
- Communicator – a problem solver with positive mind set, leading by example and through effective, simple and clear communication.