Role profile

**Housing Allocations Officer**

**Our values:**

**We are dedicated, respectful, collaborative. We are Milton Keynes City Council.**

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| **Service** | Housing Allocation Service |
| **Reports to** | Housing Allocations Team Leader |
| **Job family** | Professional and Technical |
| **Grade** | F |
| **Political restricted?** | N |
| **DBS required?** | Y – basic |
| **Date** | October 2022 |
| **JE Code** | JE1709 |

Key deliverables

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| **1** | To provide comprehensive advice and guidance to enable access to and the understanding of the Council’s Housing Allocations Scheme, associated policies and procedures. Including sharing information about the housing register and opportunities for downsizing, transferring and maximizing opportunity to mutual exchange. |
| **2** | To maintain the Housing Register in accordance Council policies, procedures and targets. To undertake assessments of applications to determine eligibility and qualification for the register. To manage the rejection of applicants that do not qualify. |
| **3** | To allocate social and affordable rented housing in accordance with Council policies, procedures and targets. |
| **4** | To effectively and proficiently manage the allocation processes, undertaking assessments and affordability checks, preparing accurate offers, refusals and withdrawal letters and documentation; monitoring progress to secure allocation and housing revenue. |
| **5** | To support and administer decants, exceptional decisions and downsizing applicants. |
| **6** | To undertake investigations into personal circumstances, where appropriate, having regard to the Council’s duties under the Data Protection Act. |
|  | To support customers who have applied for major adaptations to their homes via Disabled Facilities Grants (DFG), to seek alternative housing solutions. |
| **8** | To proactively work with Registered Providers ensuring nomination requests are processed within agreed timeframes and ensuring the terms of the Council’s nomination agreement and housing allocations scheme are adhered to at all times. |
| **9** | To effectively promote and maintain strong partnership working. This will include working with a wide range of internal services, stakeholders, registered providers, partner agencies and other external bodies. |

*Within reason these key deliverables may evolve to meet service need and it is expected that you will be flexible and adaptable in your delivery to meet both service and city council wide needs*

**Essential requirements** Key skills, expertise, and qualifications

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| **1** | Able to demonstrate knowledge and practical application of the Housing Act 1996 (as amended) Part 6: allocation of housing accommodation and Part 7: Homelessness, the Children Act 1989 and relevant regulations and legislation. |
| **2** | 5 GCSEs grade A-C including English (or equivalent level of educational attainment). |
| **3** | Chartered Institute of Housing Professional Qualification or equivalent. |
| **4** | Able to demonstrate experience of communicating verbally and in writing to a range of audiences; adapting communication style to influence and negotiate to achieve positive outcomes. |
| **5** | Able to prepare accurate letters and other written documentation and maintain accurate records. |
| **6** | Able to effectively manage a varied caseload and plan and prioritise work ensuring targets and deadlines are delivered. |
| **7** | Able to identify issues and develop future operational plans. |
| **8** | Ability to deliver information clearly and succinctly to others in the council, partnerships, external organisations and customers. |
| **9** | Able to demonstrate an awareness of IT systems and proven ability to use word and excel. |

Job family

**Professional and Technical (Grade F)**

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| **Colleague expectations**   * Be professional at all times * Work together for the good of the team, city council and local people * Promote a supportive culture * Challenge assumptions * Take ownership * Be willing to change and do things differently * Always work in a safe manner | **Manager expectations**   * Be a role model by displaying positive behaviours at all times * Make well-considered decisions * Support, coach and communicate with my team * Be accountable for my team’s performance |

Professional and Technical job holders rely upon their deep knowledge of the specialism or discipline in which they work to carry out vital tasks and provide authoritative advice to others. Often developing within recognised career paths, their evolving expertise sees them bear increasing responsibility for managing city council assets, the development of policies and procedures and the strategic direction of the functions they support.

This element of the profile, taken from the job family descriptor for this grade, provides a general understanding of the level of work and demands required.

**Role characteristics**

At this level with dedicated specialist qualifications or an equivalent level of direct experience in their particular field, job holders deal autonomously with complex issues, analysing and forming judgements about not only their own technical or professional specialism, but also the attendant resource, finance, planning and similar issues that combine to challenge the job holder.

**The knowledge and skills required**

The range of knowledge required for these roles includes an understanding of the policies and procedures across the specialist area in which job holders work, as well as a solid underpinning of technical knowledge gained through dedicated formal education.

Job holders will have been working within the specific field for a reasonable time, such that they have been exposed to many of the routine and more unexpected circumstances of their role.

While the majority of roles will have demands for manual dexterity in relation to typing and similar functions, jobs will use a range of equipment requiring precision in their use and handling.

**Thinking, planning and communication**

The situations and problems dealt with at this level will be increasingly complex, involving several information streams where analytical and judgemental skills will be needed to interpret information correctly and determine optimum solutions.

Job holders will have plenty of day-to-day issues to contend with, they will also need to plan some months ahead to achieve medium term objectives in such areas as project support or service development.

At this level, the information exchanged with internal and external colleagues, and members of the public will call for developed communication skills on the part of the job holders. Matters will be technically complicated, requiring careful explanation, or sensitive, requiring significant listening skills to interpret information and provide appropriate advice.

**Decision making and innovation**

Job holders will have the autonomy to adapt specific approaches to better meet medium term objectives. They will be bound by the recognised procedural framework of their specialism as it is managed by the city council but will decide when and precisely how duties are to be carried out. They will also deal with problems (often escalated to this level) for which there are no set-down routes to a solution other than broad service practice guidelines.

**Areas of responsibility**

With a diverse range of jobs being represented at this level, the precise blend of responsibilities for which the job holder is accountable will depend upon the service in which they operate.

External facing roles will focus on the needs of people whether external service users or partners and will be responsible for high impact decision making and the implementation of appropriate programmes on behalf of individuals or groups of people or enforcement of regulations which have direct and significant consequences upon those served. Such roles are likely to have only modest levels of responsibility for finance, information assets, equipment and/or premises.

Internal roles are likely to have this pattern reversed, with weightier responsibility for significant financial and non-financial assets, but less for the assessment of needs of individuals and groups.

Jobs will have supervisory responsibility for the work of others and will be accountable for the quality and timeliness of outputs, whether related to the work of internal teams or temporary external contractors, volunteers or others.

**Impacts and demands**

Tasks and duties will be generally carried out in a sedentary position but there will always be a requirement for standing and walking from time to time, and the occasional need to lift or carry items.

The problem solving and decision-making elements of these jobs mean that job holders require lengthy periods of enhanced mental attention to attend to duties, while also dealing with deadlines, interruptions and conflicting demands.

Duties of jobs at this level will not require job holders to develop and maintain working relationships with people who, through their circumstances or behaviour, place particular emotional demands on the job holder.

Job holders find themselves exposed to some disagreeable, unpleasant or hazardous working conditions. Particularly when the needs of their specialism require them to work on external sites exposed to the weather, in or around refuse and waste plant, close to particularly noisy machinery and in similar environments.

Other Professional and Technical jobs, such as enforcement roles, may also see job holders exposed to verbal abuse and threatening environments. In all cases, job holders will minimise risk and conform to health and safety regulations to mitigate any negative effects of such exposure.