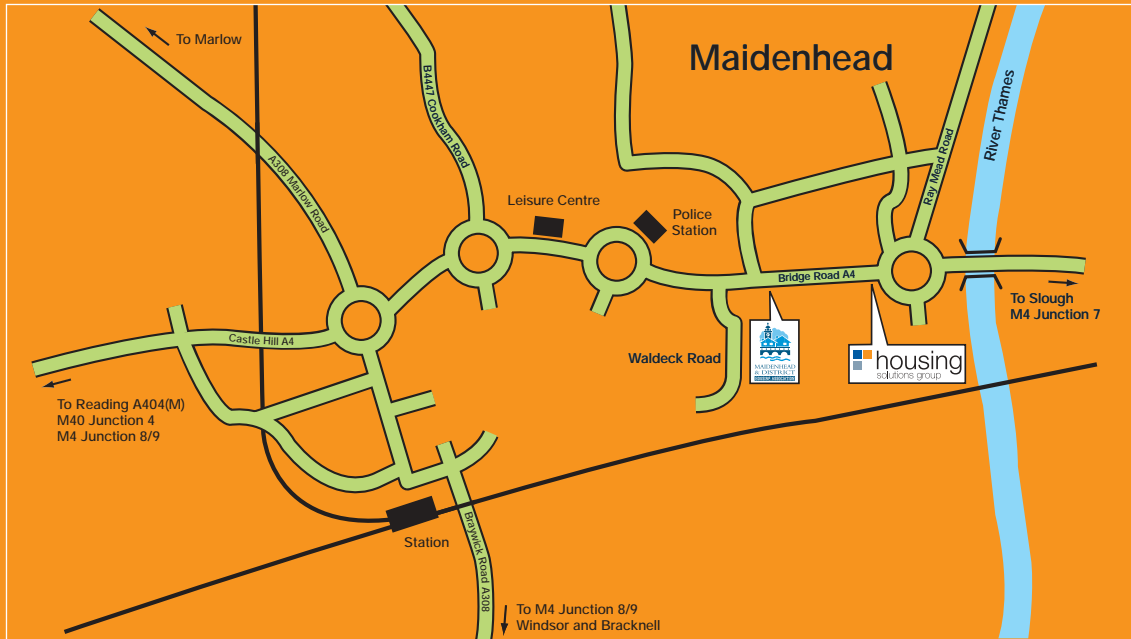


How to find us



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www.housingsolutions.co.uk

Subsidiaries





windows of opportunity...



...with the Housing Solutions Group.
A wide variety of careers for a wide
variety of people.



The Housing Solutions Group is dedicated to providing affordable homes backed up by quality services to meet the needs of the diverse communities we serve.

We offer homes to rent, shared ownership schemes, homes for key workers and for the elderly, as well as specialist accommodation for people who need support and care to live within the community. We also provide a household maintenance and repair service for nearly 10,000 homes across Berkshire and Buckinghamshire.

We are an innovative and forward-looking organisation determined to serve the individual needs of our tenants in line with best value and best practice.

As the work we do has a major impact on people's lives it is not surprising that people are at the very heart of our business.

We employ more than 150 people in a wide cross section of jobs, including surveyors, development managers, carpenters and electricians, housing officers, accountants, mobile caretakers and administrative support staff.

The quality of our service depends on the quality of our staff. As an equal opportunities employer we believe that a rich mix of employees representing the diversity of the communities we serve adds benefit to our business. We pride ourselves on our recruitment process, which gives all applicants a fair opportunity.

Training

People are at the very heart of our business and we are committed to the training and development of all our employees so they achieve their full potential for their own benefit and for that of the organisation as a whole. Our corporate training programme is diverse and offers many different learning approaches.

Each year we plan training and development events across the Group to meet departmental and individual needs that support our business goals. We use



INVESTOR IN PEOPLE

different training methods, such as secondment across the organisation to broaden knowledge; studying for professional qualifications; or attendance on formal training courses. Recent initiatives have trained staff to deal with victims of racial attacks enabling our offices to be used as a Racial Reporting Centre. Legal training has enabled our rent team to prepare all papers for County Court work and represent the Group at routine possession hearings.

We actively support the development of young people's skills through Modern Apprenticeships and work placements for school and university students.

We offer Modern Apprenticeships on the basis of a two-year training contract – the young person is paid to do a real job whilst studying for an NVQ Level 2 qualification. More often than not we are able to offer a permanent job opportunity once the training is completed. Past trainees have been offered jobs as plumbers, accounts assistants and IT support analyst. We currently have trainees working in Personnel

and Maintenance Administration. Trade apprenticeships are often available; so if you are interested in training to be a plumber, carpenter or electrician please contact us.

Our annual staff conference is an opportunity for all employees to share ideas on key customer service issues.

All this is backed-up by our core in-house training programme. This ranges from induction courses and training on equality and diversity for new employees to performance management training for team leaders.

Our commitment to staff training and development, and effective staff communication was recognised in 2001 when we received the Investor in People accreditation. We continue to retain the award though improvement in these areas.

We offer a competitive benefits package, which includes a final salary pension scheme and a supportive, friendly working environment.

For more information contact our personnel department on 01628 563155.

