

REIDVALE HOUSING ASSOCIATION

Recruitment Pack

March 2026



WELCOME

Thank you for your interest in working with Reidvale Housing Association.

We are a community-controlled housing association with a proud history and a renewed sense of direction. Following a period of challenge and change, the organisation is now fully compliant with regulatory requirements and is entering a new phase focused on stability, improvement and long-term impact.

We are recruiting a permanent team to help deliver our ambitions and shape the future of the organisation. Whether your role is customer facing, technical, professional or strategic, working at Reidvale means contributing directly to better homes, stronger neighbourhoods and high-quality public services.

We are looking for people who share our values, care about community, and want to make a meaningful difference through their work.

ROLES WE ARE RECRUITING

We are recruiting a number of permanent roles as part of the next phase of our organisational development. These roles will help us move from a period of stabilisation into long term improvement and growth. Details of each role, including job descriptions and person specifications is provided separately for each post.

The closing dates and interview dates for the roles we are currently recruiting are detailed below:

| Role | Closing Date at 9:00 am | Interview Date |
|------------------------------|--------------------------------|---|
| Senior Maintenance Officer | Wednesday, 8th April 2026 | Wednesday, 15th and Thursday, 16th April 2026 |
| Maintenance Officer | Wednesday, 8th April 2026 | Wednesday, 15th and Thursday, 16th April 2026 |
| Community Investment Officer | Monday, 13th April 2026 | Thursday, 23rd April 2026 |
| Housing Officer x 2 | Monday, 20th April 2026 | Friday, 1st May 2026 |
| Housing Assistant x 2 | Monday, 27th April 2026 | Friday, 8th May 2026 |
| Estate Officer | Tuesday, 5th May 2026 | Wednesday, 13th May 2026 |
| Receptionist | Monday, 4th May 2026 | Thursday, 14th May 2026 |
| Maintenance Assistant x 2 | Monday, 18th May 2026 | Thursday, 28th May 2026 |

Job descriptions and person specifications alongside an application form can be found on our website: www.reidvale.org.uk. You will be asked to complete an online equalities form once you have submitted your application for employment.

Candidates are encouraged to read this recruitment pack alongside the job description and person specification for the role they are applying for.

ABOUT US

Reidvale Housing Association is a community based Registered Social Landlord operating in Dennistoun, to the east of Glasgow city centre. We own and manage 900 homes, the majority of which are traditional pre 1919 sandstone tenements, alongside commercial units and a neighbourhood centre. We also provide factoring services to over 200 owners.

Reidvale was established in the mid-1970s following community action to prevent demolition and displacement. For almost 50 years we have safeguarded community owned housing and invested in people and place. After a challenging recent period, the Association has undertaken a comprehensive governance and organisational improvement programme. With full compliance now achieved, we are focused on rebuilding confidence, strengthening services and investing for the future.

Our work is guided by clear values:

- Be honest
- Be accountable
- Be respectful
- Be supportive

These values shape how we work with tenants, owners, colleagues, partners and the wider community.

ORGANISATIONAL STRUCTURE

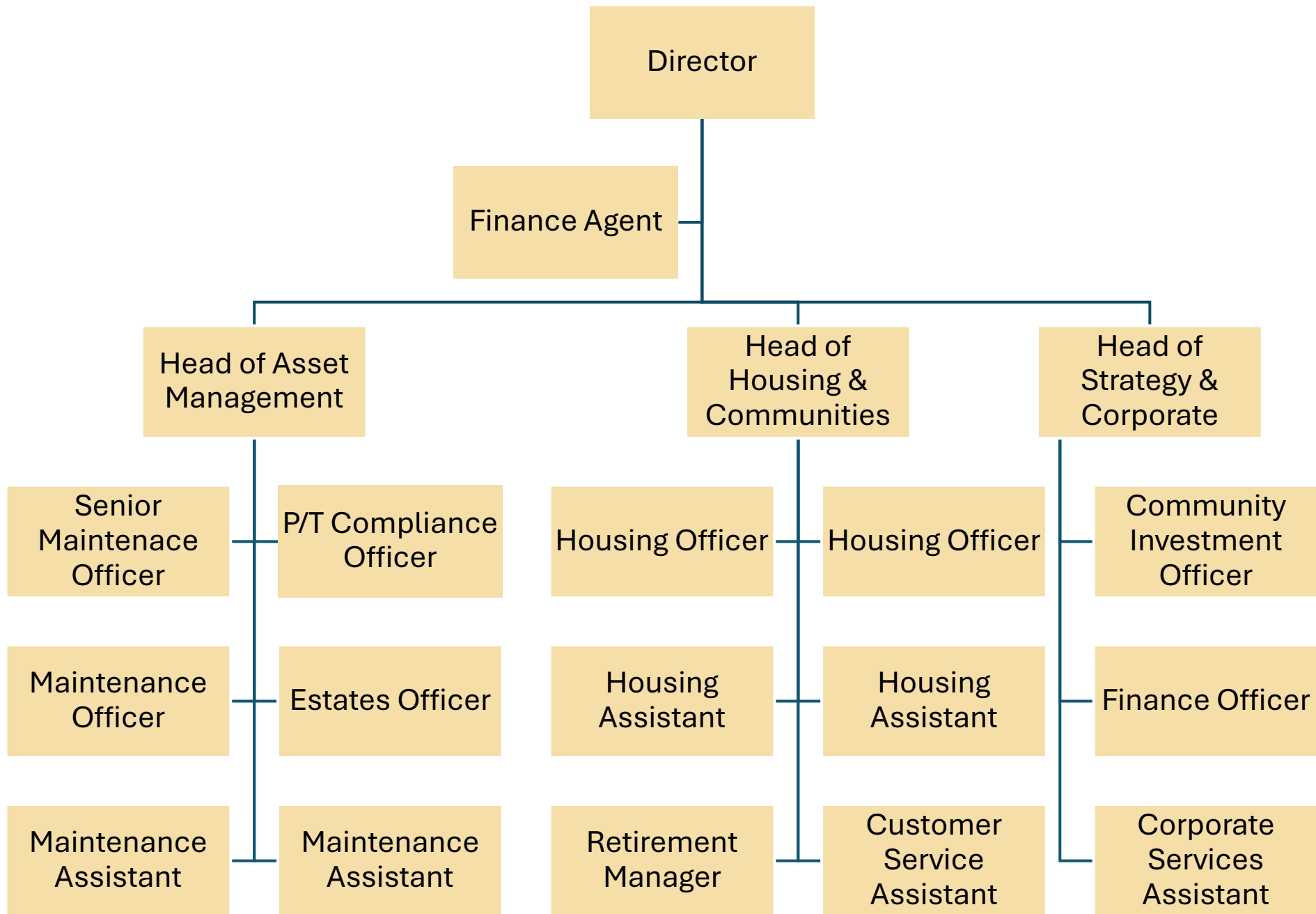
Reidvale is a small, place-based organisation with a strong emphasis on teamwork, accountability and collaboration.

The Association is governed by a voluntary Management Committee which sets strategic direction, ensures compliance and oversees performance. Day to day operations is led by a senior management team and delivered by staff across three broad service areas:

- Corporate and governance functions
- Housing and community services
- Property, repairs and maintenance services

In recent years, a temporary and interim leadership team was put in place to stabilise the organisation and deliver a governance improvement programme. With this work now complete, we are recruiting a permanent staff team to take the organisation forward.

Due to our size, roles at Reidvale often involve a mix of responsibilities and close working across teams. We value people who are adaptable, practical, and comfortable working in an environment where individual contributions are visible and matter.



STRATEGIC FRAMEWORK

All roles at Reidvale contribute to delivering our Business Plan 2025–2028. Our mission is serving our community, now and into the future which is supported by five strategic goals:

- Desirable homes
- Thriving neighbourhoods
- Valued and effective services
- Aware and responsive people
- A transparent and well governed organisation

Over the next three years, the organisation is focused on:

- Delivering a long-term Community Investment Strategy, including major repair and maintenance programmes
- Improving housing quality, safety and energy performance
- Strengthening services, systems and value for money
- Rebuilding trust and engagement with tenants, owners and the wider community
- Embedding a collaborative, empowered and supportive organisational culture
- Investing in staff, training and succession planning
- Maintaining strong governance, compliance and financial resilience

We are taking a phased approach to delivery, moving through understanding, re-engagement, stabilisation, improvement and growth. New staff will play a central role in translating this strategy into high quality day to day services and long term outcomes.

TERMS AND CONDITIONS

Reidvale Housing Association aims to be a fair, supportive and responsible employer.

While specific terms and conditions vary by role, we offer:

- Permanent, full time (35 hours) contract
- Salaries aligned to EVH Grades
- 40 days annual leave, including public holidays
- Paid bereavement and special leave
- Enhanced company benefits including maternity, paternity, adoption and shared parental leave
- Death in service benefit
- Paid professional membership fees and relevant training courses

We are committed to equality, diversity and inclusion and aim to create a welcoming and respectful workplace.

Recruitment decisions are based on merit, values and potential.

Full details of terms and conditions relevant to each post will be provided with the job description and contract of employment.

RECRUITMENT ENQUIRIES

If you have a question about the recruitment process or require further information, please contact recruitment@reidvale.org.uk.