

Choose to work here

Do you share our commitment to respect, integrity, and aspiration? Are you solutions-focussed, with a positive attitude and enjoy taking ownership to make a difference in our tenants, customers, and stakeholders lives? If yes, apply now.

Our benefits

Our employees' work-life balance is important to them, therefore it is important to us. To help build a positive work-life balance we have:

- 40 days paid leave per year
- agile working options (e.g. job share, homeworking, flexible hours)
- additional leave support for those unplanned moments
- enhanced family leave for all

We invest in all our employees and recognise their hard work. We have:

- employer paid training, qualifications and professional memberships
- personalised learning and development plans
- on-site learning facilities
- shadowing and career development support
- recognition framework

With a focus on your health, safety and wellbeing, we are a Gold Healthy Working Lives employer and we provide:

- employee assistance programme (with 24/7 counselling support)
- access to an employee paid health plan
- cycle support (with up to 42% savings) and green initiatives
- enhanced sick pay benefit

We want to help you plan for the future and have pension options suitable for your circumstances. And for those unforeseen circumstances we have life assurance for all.

- 7.7% or 4% employer pension contributions
- death in service life assurance (1x yearly salary)

Our equality, diversity and inclusion commitments

We are an equal opportunities employer and positively encourage applications from suitably qualified and eligible candidates regardless of sex, race, disability, sexual orientation, age, or religion or belief. While we have no policy of treating more favourably candidates sharing any particular protected characteristic, we are particularly interested to hear from suitably qualified applicants with a black or minority ethnic background as this group is under-represented in our staff team.

We are a disability confident employer, and for the purposes of recruitment purposes we operate a Job Interview Guarantee Scheme, which means that if you have a disability, and meet the minimum criteria outlined within the Job Description, you will be guaranteed an interview.

To support our LGBTI colleagues and to create an inclusive environment we have signed up to be a Stonewall Diversity Champion. Working with Stonewall Scotland, we ensure that all our policies, procedures and staff benefits align with best practice for sexual orientation, gender identity, equality, diversity and inclusion.

Our competencies

We are a values led organisation and you will share our commitment to respect, integrity and aspiration. Employees will be expected to meet the competency levels expected of all Queens Cross staff particularly with emphasis on attitude, behaviours' and a customer first approach.

Our employees are expected to take ownership of their work load and adopt a solution-focussed approach that makes a difference to our tenants, other customers, and stakeholders. Our employees have a positive attitude and the ability to build strong working relationships with their colleagues.

Our employees are expected to meet the competency levels, with an emphasis on attitude, behaviours' and a customer first approach. All employees are expected to be able to demonstrate the 4 core competencies; Teamworking, Taking Ownership, Making a Difference, and Solutions Focussed. Our leaders are expected to be able to demonstrate the additional 3 competencies; Leadership, Business Focus and Decision Making.

Our structure

