

January 2022

Dear Applicant,

Post of Senior IT Support Officer

Thank you for your interest in employment with West of Scotland Housing Association. I am pleased to enclose an application pack for the above vacancy which contains the following documents:

- Guidance Notes on completing the Application Form
- Equal Opportunities
- Job Description and Person Specification
- Summary of Terms & Conditions of Employment
- Background Information
- Recruitment Charter
- How we use your Personal Information

Please also download an application form and equal opportunities form. Please contact vacancies@westscot.co.uk immediately if any of the above materials are missing. It should be noted interview candidates will be required to complete

Please complete the Application Form and Equal Opportunities Form as soon as possible and return it to vacancies@westscot.co.uk or our address on the application form, by no later **than 9am on Monday 31st January 2022**. As we are working out of the office, where possible, please email your application as a word document, preferably with an electronic signature or confirmation of the application being true and complete stated in the email. Please note that the office is presently closed so we cannot accept hand delivered applications.

Late applications will not be considered. Applications submitted by email will receive an acknowledgement by return. If you would like us to acknowledge receipt of your posted application, please enclose a stamped addressed envelope with your completed application form.

You should complete all sections of the application form and will need demonstrated how you meet the essential job requirements to be considered. You should also note that curriculum vitae and supplementary material will not be considered.

Applicants with a disability are welcome to contact us regarding any adjustments, you require to the process.

Please note provisional interview date is – Monday 14th February 2022

I hope that the information supplied is of help to you. If you have any queries, please do not hesitate to contact me on 07957 323 758

Yours sincerely

HR Team

Equal Opportunities Form

The West of Scotland Housing Association values diversity in our workplace and we would encourage everyone who has the necessary skills and experience to apply.

Information given on the equal opportunities form will be treated in strictest confidence and will be retained for monitoring purposes.

It will be kept separately from your application form and will not be made available to those involved in the selection decision.

If you are unhappy with any part of the recruitment and selection procedure, you should contact the telephone number given in the advertisement or recruitment information in the first instance.

If you are still dissatisfied, external applicants can make a formal complaint using our Comments, Complaints and Compliments procedure – copies available on request. Internal applicants should follow the Association's grievance procedure if you wish to make a complaint.

Guidance Notes for Applicants on Filling in the Application Form

Please read these notes carefully – they are to help you make the best of your application.

1. The form should be completed in black ink for photocopying purposes.
2. Please do not send in your Curriculum Vitae.
3. The enclosed Person Specification lists the minimum essential requirements for this post. When short listing for interview, the selection panel will only consider the information contained in your application form. You will need demonstrated how you meet the essential job requirements to be considered for the post.
4. The selection panel will not make assumptions about the nature of the work from a list of job titles. It is not enough to state that you meet the essential requirement; you must demonstrate how you meet it to the panel with examples. Life experience and skills, as well as work experience may be used. Interviews will be offered to candidates who are the best fit to the post as well as meeting all the essential criteria. Where essential criteria are highlighted in bold, more weighting will be given to candidates with these attributes.
5. If you are short-listed for interview, the selection panel will wish to discuss the areas covered in the Person Specification in more detail.
6. Candidates must declare on their application form if you are related to any members of staff, management committee member, consultants or contractors or suppliers to the Association. This will not necessarily be detrimental to your application.
7. All personal details will be removed, and applications are anonymised for the short-listing process
8. The equal opportunities monitoring information is kept separately and does not form part of the Selection process.
9. As part of our Equalities Policy, WSHA is a signatory to the Disability Confident scheme. We will offer interviews to applicants with a disability who we consider meet the essential criteria. However, in circumstances where we have a large number of applicants including a large number of applicants with a disability, interviews will be offered to those applicants with a disability that best meet the essential criteria.
10. WSHA is keen to be an inclusive organisation, so we encourage candidates with disability to contact us if there are adjustments / assistance that we can provide to enable an application.
11. Please contact us if you require application information in a different format.
12. All interview candidates will be required to complete a criminal conviction declaration under the Rehabilitation of Offenders Act 1974, usually if invited for interview. Positions are subjected to the declaration is being completed.
13. Many of our positions are conditional on a Disclosure Scotland check being obtained. Further information on applying for the correct level is provided to the successful candidate.
14. Where possible, please email your application as a word document, preferably with an electronic signature or confirmation of the application being true and complete stated in the email.

JOB DESCRIPTION

Job Title:	Senior IT Support Officer
Department:	Finance and IT
Grade:	EVH Grade 8
Responsible to:	IT Manager
Job Purpose:	To play a key role in leading and co-ordinating the IT Team to develop and deliver systems, data and reporting improvement across the whole of the organisation

MAIN RESPONSIBILITIES

- Co-ordinate and support delivery of the agreed priorities of the Digital and IT Project Board
- Lead on the implementation of additional modules and improvements to the CX Housing Management System
- Supervision and mentoring of the IT team to ensure the delivery of an excellent, responsive IT and data management service
- Support and develop the team effectively, ensuring staff have the competencies and empowerment to meet our standards for service and performance
- Ensure the team works effectively with all internal and external stakeholders.
- Monitor team performance against KPI's and collate performance management information
- Monthly reporting to management with statistical analysis of calls logged, completed and outstanding
- Collate and understand aspects of the systems which do not meet the user's requirements for development into continuous improvement projects.
- Effective contract, supplier and performance management of support, system and service providers to ensure a high-level service, support and performance is delivered in line with contracts and SLA's
- Oversee the processes for data cleansing to ensure full and accurate data is maintained
- Oversee the development of reporting tools and review methods of reporting
- Maintain and manage Civica CX management systems
- Work with the colleagues to identify improvements to process and existing / future systems
- Facilitate in the knowledge transfer and training of IT staff to allow the support of the CX system.
- Assist in the planning and co-ordination of network systems upgrades and migrations
- Support with the procurement and implementation of required hardware and software
- Effective communication with all stakeholders to ensure all are promptly and well informed of all issues, ensuring all problems are quickly identified and resolved, and project milestones are met. Identify, co-ordinate and deliver training across the organisation to support staff with the effective use of IT systems and maintaining sound data management.
- Attend training events as appropriate.
- Undertake and deliver all services in line with the association's values

The aforementioned list is typical of the level of duties which the post holder is expected to perform or be responsible for. It is not necessarily exhaustive and other duties of a similar type and level may be expected from time to time

Person Specification

Job Title: Senior IT Support Officer

Reporting to: IT Manager

Criteria	Ass Method	E	D
Skills & Qualities			
Ability to lead, develop and motivate a team	AF	*	
Ability to analyse and diagnose complex problems and implement effective IT solutions	AF	*	
Ability to collect, analyse and present significant amounts of information / data	AF	*	
Proficient in the use and administration of Microsoft 365	AF	*	
Able to propose and evaluate IT solutions	I	*	
Able to prioritise workloads, time, and resources to agreed deadlines with minimal supervision	AF/I	*	
Excellent attention to detail and accuracy	AF	*	
Ability to work in a calm, decisive and pro-active manner	AF	*	
Ability to build and develop positive relationships and rapport with both internal and external customers	AF	*	
Ability to provide written and verbal updates varied group audiences	AF/I	*	

Experience & Knowledge			
Experience of working within and leading IT project teams	AF/I	*	
Experience of working with and supporting Microsoft 365 and Windows Server environments	AF	*	
Experience of working with Hyper V / virtual Environment	AF		*
Experience of undertaking a (Data) Gap Analysis	AF		*
Experience of Civica CX system	AF/I		*
Development of end user reports using Report Builder	AF/I		*
Knowledge and experience of Cyber security	AF/I		*
Experience of using Microsoft SQL Server Database administration and a knowledge of SQL Server Reporting services and SQL Server Report Builder	A		*

Qualifications			
Educated to Higher standard or equivalent	AF	*	
HND / Degree in IT/Management Information based subject or equivalent knowledge	AF		*

Essential Criteria - Applicants are required to meet all essential criteria to be considered for shortlisting. Where an essential criterion is highlighted in bold, a higher weighted score will be given to applicant's attitude in that area.

Assessment Method -Applicants should note that the method of assessing individual applications is given in the assessment column (**ASS Method**) as follows: AF – Application Form; I-Interview, P – Presentation, PSY – Psychometric testing

Summary of Principal Terms and Conditions of Employment

West of Scotland Housing Association is a member of Employers in Voluntary Housing (EVH) and the terms and conditions for this job largely follow EVH terms. A summary of the principal areas are as follows:

Post:	Senior IT Support Officer
Salary Scale:	£40,234 - £43,530 per annum
Contract:	Permanent
Hours of Work:	35 hours per week
Place of Work:	Camlachie House, 40 Barrowfield Drive, Glasgow, G40 3QH
Annual Leave:	25 days (part time staff pro rata)
Public and General Holidays:	15 days (part time staff pro rata)
Pension:	The Association is a member of The Pensions Trust contributory pension scheme.

This summary is for general guidance only and will not form part of the contract of employment.

Appointment salary is normally at the bottom point of the grade, although previous experience and skills will be taken into consideration.

Any offer of employment will be subject to satisfactory references, eligibility to work in the U.K., proof of qualifications and where appropriate a satisfactory disclosure report.

Background Information

Overview

West of Scotland Housing Association (WSHA) strives to be more than just a landlord. With over 50 years of history, what sets us apart is the way in which we go further to improve the lives of our tenants, innovatively responding to their needs as their lives change.

We provide around 3,500 homes across the West of Scotland and go further to provide housing you can call home. We have a wide range of homes to suit tenants at every stage of their life including tenement flats, family homes, amenity properties and sheltered housing.

Our Vision

We go further to provide housing you call home.

Our Values

To support our customers and communities by:

- Being adaptable and flexible in meeting their needs
- Empowering and providing opportunities to help them grow
- Creating a sense of belonging
- Engaging and connecting with others who can help

WSHA strives to achieve value for money in all of our activities and our overall aim is to have innovative and exciting communities where people want to live and thrive.

Willowacre Trust

Willowacre Trust is the charitable subsidiary of WSHA and has been working to tackle social disadvantage for over 50 years. Willowacre Trust is committed to the delivery of projects and services which offer additional support and opportunities to WSHA tenants with the overall aim of positively impacting on our tenants' lives.

Services delivered within communities include:

- Community centres, multi-use games areas and urban green spaces.
- The Imagination Library
- Community events
- Starter packs, food parcels and fuel top ups
- Older people's services within sheltered housing.
- Money and Energy Advice provided from dedicated officers supports issues relating to personal debts, budgeting, and fuel debt, switching tariffs and heating systems.
- A Handyperson Service is also offered to older tenants or families who are vulnerable.



Recruitment Charter

West of Scotland Housing Association is committed to achieving high standards of quality in recruitment and to ensuring that our appointments are made solely on the basis of merit and that you are treated in a fair and equitable manner.

- You will be treated in a polite, helpful and friendly manner at all times.
- When you request a recruitment pack, it will be sent out by the end of the next working day.
- Please send a stamped addressed envelope with your application if you would like an acknowledgement that we have received it. Emailed applications will be acknowledged by return.
- The information you provide will be treated in confidence and with discretion.
- We welcome applications from people who self-identify themselves as disabled and guarantee an interview to those who meet the essential job criteria. If you have indicated that you require particular arrangements, you will be asked in your interview letter to contact us to discuss your requirements.
- We will normally advise you within four weeks of the closing date if you are not selected for interview.
- We will normally advise you within three weeks of the closing date if you are invited to interview.
- We will normally give you at least one week's notice of the interview and we ask that you promptly confirm your attendance or otherwise. If you are unable to attend on the day or at the time requested, we will try, where possible, to make alternative arrangements.
- The selection process will be conducted in a professional manner and we will provide you with sufficient information to enable you to make an informed choice regarding the position for which you have applied.
- If you are successful, we will advise you as soon as possible. Written confirmation will normally be made within three weeks of the conclusion of the interviews.
- If you have been unsuccessful at interview, we will normally advise you in writing within two weeks.
- On request, we can give you constructive feedback on your interview.

If you are unhappy with any part of the recruitment and selection procedure, you should contact the telephone number given in the advertisement or recruitment information in the first instance.

If you are still dissatisfied, external applicants can make a formal complaint using our Comments, Complaints and Compliments procedure – copies available on request. Internal applicants should follow the Association's grievance procedure if you wish to make a complaint.

WEST OF SCOTLAND HOUSING ASSOCIATION LIMITED

HOW WE USE YOUR PERSONAL INFORMATION

We, West of Scotland HA, are the controller of the personal information that we hold about you. This means that we are legally responsible for how we hold and use personal information about you. It also means that we are required to comply with data protection laws when holding and using your personal information. This includes providing you with the details contained within this statement of how we hold and use your personal information, who we may share it with and your rights in relation to your personal information.

We have appointed a Data Protection Officer (DPO), Jennifer Cairns, who ensures that we comply with data protection law. If you have any questions about this statement or how we hold or use your personal information, please contact the DPO by: e-mail at jennifer.cairns@westscot.co.uk; telephone on 0141 550 5625; or writing to: The Data Protection Officer, West of Scotland Housing Association Limited, Camlachie House, Barrowfield Drive, Camlachie, Glasgow, G40 3QH.

You can also contact us by: e-mail at info@westscot.co.uk; telephone on 0141 550 5600; or writing to: West of Scotland Housing Association Limited, Camlachie House, Barrowfield Drive, Camlachie, Glasgow, G40 3QH.

Your attention is particularly drawn to section 3 of this statement, which confirms that you consent to your personal information and sensitive personal information being held and used by us as described in section 2 of this statement.

1. What personal information do we hold and use about you?

While we anonymise applications for employment prior to assessment, we may need to hold and use the personal information that you provide to us as part of your application and / or other personal information that we may obtain about you from you (for example, during an interview) and from third parties (including referees and recruitment agencies, if applicable). This includes your:

- name;
- contact information;
- date of birth;
- gender;
- identification documentation, such as your passport and / or driving licence;
- employment history and experience, including job titles, duties, salaries, skills gained and reasons for leaving;
- education, qualifications, training courses completed, and professional memberships held (including copies of certificates);
- responses to questions in the application form which allow us to compare your experience, skills and knowledge with our requirements;
- relationship (if any) to our staff, Board members, suppliers, consultants or contractors;
- hobbies and interests;
- referees' names, contact details and job titles;
- results of psychometric testing (if applicable);
- nationality and immigration status and right to work in the UK (including relevant supporting documentation);

- sensitive personal information about your racial or ethnic origin, sexual orientation, your physical and / or mental health, religious or other similar beliefs and / or political opinions (where you choose to share this with us as part of your application); and
- criminal records information, including Disclosure Scotland and / or Protecting Vulnerable Groups scheme checks (if relevant to the position that you are applying for).

The law requires you to provide certain of the above personal information to allow us to verify your right to work in the UK and to assess your suitability for the position applied for. If you do not provide us with this personal information, we may not be able to process your application successfully and / or take it further.

2. Why do we hold and use this personal information about you?

We hold and use this personal information to:

- carry out the recruitment process and assess your application for employment;
- verify the qualifications information provided by you;
- verify the criminal records information provided by you;
- carry out right to work and other statutory background checks;
- shortlist for and arrange an interview with you (if applicable);
- comply with legal requirements when arranging an interview with you (if applicable);
- comply with our equal opportunity monitoring obligations;
- communicate with and inform you of the outcome of the recruitment process;
- obtain references about you from your referees (if applicable); and
- protect and defend our legal rights in the case of a dispute between us.

3. What is our legal basis for holding and using your personal information?

Data protection laws require us to have a legal reason for holding and using your personal information. Our legal reasons for holding and using your personal information include:

- complying with the laws that apply to us, such as to check your eligibility to work in the UK and to make appropriate adjustments to comply with disability discrimination and accessibility laws when arranging an interview with you (if applicable);
- taking steps to enter into an employment contract with you, if your application is successful; and
- protecting our legitimate interests – in the highly unlikely event that we do not have another legal reason, we may have a legitimate interest in handling and using your personal information. In those circumstances, we will always consider your legitimate interests in the protection of your personal information and will balance those against our own legitimate interests in handling and using your personal information for the purposes described in section 2 of this statement.

In very limited circumstances, we may rely on your consent as the legal reason. By providing us with your personal information and sensitive personal information (including your racial or ethnic origin, sexual orientation, your physical and / or mental health, religious or other similar beliefs and / or political opinions) and the personal information and sensitive personal information of other individuals (including your referees), you:

- consent to it being used by us as described in section 2 of this statement; and
- confirm that you have informed the other individuals if they are of 12 years old and above of the content of this statement and they have provided their consent to their personal information and sensitive personal information being used by us as described in section 2 of this statement.

You and the individuals have the right to withdraw your consent to us holding and using your and their personal information and sensitive personal information by contacting us. Once you / they have withdrawn your / their consent, we will no longer use your / their personal information and sensitive personal information for the purpose(s) set out in section 2 of this statement, which you originally agreed to, unless we have another legal reason for doing so.

4. Who do we share your personal information with?

We may share your personal information with the following organisations for the purposes described in section 2 of this statement:

- our consultants, advisers and IT service providers;
- our solicitors;
- your referees; and
- Disclosure Scotland.

5. How long do we keep your personal information?

We keep the personal information that we obtain about you during the recruitment process for no longer than we need to meet any legal, accounting, reporting or regulatory requirements.

We keep recruitment information (including interview notes) for 6 months after the recruitment process has been completed. We will only keep recruitment information for successful applicants for longer than this that is relevant to their employment.

More information is contained in our data retention policy, which is available by contacting our DPO.

6. What rights do you have in relation to your personal information that we hold and use?

It is important that the personal information that we hold about you is accurate and current. Please keep us informed of any changes. Under certain circumstances, the law gives you the right to request:

- A copy of your personal information and to check that we are holding and using it in accordance with legal requirements.
- Correction of any incomplete or inaccurate personal information that we hold about you.
- Deletion of your personal information where there is no good reason for us continuing to hold and use it. You also have the right to ask us to do this where you object to us holding and using your personal information (details below).

- Temporarily suspend the use of your personal information, for example, if you want us to check that it is correct or the reason for processing it or to stop us from using your personal information altogether if we have committed a breach of data protection laws.
- The transfer of your personal information to another organisation.
- That you are not subject to a decision solely taken by computer which produces legal consequences for or otherwise significantly affects you.

You can also object to us holding and using your personal information where our legal reason is a legitimate interest (either our legitimate interests or those of a third party).

Please contact our DPO if you wish to make any of the above requests. When you make a request, we may ask you for specific information to help us confirm your identity for security reasons. You will not need to pay a fee when you make any of the above requests, but we may charge a reasonable fee or refuse to comply if your request for access is clearly unfounded or excessive.

7. Feedback and complaints

We welcome your feedback on how we hold and use your personal information, and this can be sent to our DPO.

You have the right to make a complaint to the Information Commissioner, the UK regulator for data protection, about how we hold and use your personal information. The ICO's contact details are as follows:

Telephone: 0303 123 1113

Website: <https://ico.org.uk/concerns/>

If you would like to receive this statement in alternative format, for example, audio, large print or braille, please contact us.

8. Updates to this statement

We may update this statement at any time, and we will provide you with an updated version when required to do so by law.

Last updated: January 2022