



# Housing Compliance Manager Candidate Pack



workplace  
wellbeing  
CHARTER

**DARTFORD**  
BOROUGH COUNCIL

## About the role



## Housing Compliance Manager

**Directorate** – Housing and Public Protection

**Department** – Housing Maintenance

**Grade** – J

**Salary** £50,279.79 rising to £52,879.08 after 12 months' satisfactory service

**Hours** - 37 hours per week – Monday – Friday

### About the role

Dartford Borough Council have over 4000 social homes throughout the local area. With an established track record for maintaining quality homes, delivering new affordable housing and investing in local communities this is an exciting opportunity to join the Council. Complementing our existing service, this role has been created to provide a service lead to manage compliance.

We are seeking an experienced and proactive Housing Compliance Manager to join our team and to lead and manage compliance across our housing maintenance service. The position offers the opportunity to work within a collaborative environment, develop your skills and contribute to achieving our service goals.

This is a key role ensuring that Dartford Borough Council meets all statutory and regulatory requirements relating to housing health and safety, including gas, electrical, fire safety, water hygiene, and asbestos management.

**This post is considered by DBC to be a customer-facing position. The Council therefore has a statutory duty under Part 7 of the Immigration Act (2016) to ensure that post holders have a command of spoken English sufficient for the effective performance of the job requirements.**

### Skills, Knowledge and Experience:

- Proven experience in housing compliance or a similar role within social housing.
- Strong knowledge of housing health and safety legislation and regulatory requirements.
- Excellent analytical and problem-solving skills with attention to detail.
- Ability to manage contractors and monitor performance effectively.
- Strong communication skills and ability to influence at all levels.
- Proficient in Microsoft Office and housing management systems.
- Relevant professional qualification (e.g., NEBOSH, IOSH)
- Must hold a full UK driving licence and access to a vehicle for work

## Disability Confident Employer

DBC is Disability Confident Employer and welcomes applications from candidates with a disability.

We operate a Guaranteed Interview to any candidate with a disability who meets the minimum criteria for the role. If you have a disability and are applying for a particular role, please ensure that you indicate this on your application form, and advise us of any reasonable adjustments which you may require.

A disability under the Equality Act 2010 is defined as a physical or mental impairment which has a substantial and long term adverse effect on your ability to carry out normal day to day activities.



## Care Leavers

We will offer an interview to care leavers who meet the minimum criteria for the post. If you are a care leaver, you must inform us of your care leaver status at the time of your application.

## Armed Forces

As part of the Council's commitment to the Armed Forces Covenant and to ensure that ex-armed forces personnel are not disadvantaged as a result of their service, veterans of the armed forces and/or their spouses/civil partners, applying for a job at the Council will be guaranteed the offer of an interview, provided that:

- They or their spouse/civil partner are currently serving in the armed forces and are within 12 weeks of their discharge date
- They or their spouse/civil partner were in long-term employment with the armed forces within the last five years
- They meet the essential criteria for the advertised role
- They confirm that they wish any application for a post at the Council to be considered under the guaranteed interview scheme.

## How to apply

Please apply via:

<https://www.dartford.gov.uk/by-category/jobs-and-careers/job-vacancies-at-the-council>

Do not send your CV – only fully completed application forms via the link above will be accepted

**We reserve the right to close this vacancy before the advertised closing date. Please apply early to avoid disappointment.**

## Shortlisted?

Shortlisting and selection will be based on the job profile and experience required. You will need to address these requirements in your application drawing on any experience you have gained at work or in a voluntary capacity. You should give examples of how you meet the criteria outlined in the job profile and the Council's Core Behaviours. If you are unable to explain how you meet the requirements of the role, we may not be able to shortlist you.

## Closing date:

23:59pm 15th February 2026

## Interview date:

To be confirmed



## About the Council



## Why Dartford

'Dartford is a place of quality, choice and safety. A place where great communities, concern for the environment and a successful economy support people who want to live, work and enjoy leisure time.'

Dartford Borough Council is one of the most exciting places to work in the region. Not only are we working on some special projects to improve life in the borough but we also have one of the most accessible offices in the country.

## Our Commitment to Equality and Diversity

Dartford Borough Council is committed to equal opportunities policies and action to ensure that the best candidates for any post are appointed irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation. We operate a name-blind recruitment process and remove candidates' personal information to ensure that people will be shortlisted for interview on merit.

Our aim is to remove barriers to employment, promotion and development so that all employees have equal access to these on the basis of ability and the requirements of the job.

We are committed to challenging inequality, discrimination and disadvantage and to achieving the highest standard of employment practice. Equality of opportunity for all sections of the community and workforce is an integral part of this commitment, and we welcome applications from all sectors of the community.

The Council has signed up to the Disability Confident Scheme. Through Disability Confident, we are working to ensure that disabled people and those with long term health conditions have the opportunities to fulfil their potential and realise their aspirations. We are committed to interviewing all disabled candidates who meet the minimum criteria for the role. In addition the Council will where possible make reasonable adjustments to ensure the interview process is accessible to disabled candidates.

## Getting to us

Civic Centre  
Home Gardens  
Dartford  
Kent DA1 1DR

### By car...

The Civic Centre can be accessed via A206 to the north, A282/M25/M20 to the east and the A2 to the south. The A226 Dartford Road links Bexley to Dartford Town Centre. The Council offers free car parking for staff.

### By train...

Dartford Civic Centre is situated opposite Dartford station. Dartford is part of the TfL Oystercard area and there are regular and frequent services from Central London (Charing Cross, Victoria and London Bridge). In the opposite direction there are regular services to Gravesend and the Medway Towns with connections to Canterbury and the Kent Coast.

### By bus...

Good bus services serve Dartford town centre, including TfL buses, and the Fastrack rapid transit system. Bus stops in Home Gardens, two minutes walk to the Civic Centre, are served by:

- TfL bus routes 96, 428 and 492
- Fastrack bus routes A, B & C
- Arriva Sapphire bus services routes 480 & 490 between Dartford Town Centre and Gravesend.

### By bike...

Dartford Town Centre lies on strategic cycle routes. View the routes on the Explore Dartford Maps:

[https://explorekent.org/wp-content/uploads/2020/06/EK-DARTFORD\\_PRINT.pdf](https://explorekent.org/wp-content/uploads/2020/06/EK-DARTFORD_PRINT.pdf)

[Link to map and more info](#)

## Dartford Borough Council Civic Centre



## Core Behaviours

Values are a key component of a healthy workplace culture because they clarify how the Council and its staff should behave and help to ensure that everybody is working towards the same goals. They provide the framework within which employees can test decisions, accomplish tasks, and interact with others.

The Council's core behaviours reflect the special qualities that attract, engage and retain the talent that we want; and will be used to shape our culture by influencing the work we do, and how we do it. These behaviours focus the way we expect employees to approach daily business practices, conduct communications and interact with one another.

The Council has five core behaviours that guide the way we think and act as an organisation, and each member of staff is responsible for incorporating them into their day to day roles.



## Core Behaviours

### Communication

#### Demonstrated by:

- Actively listening to customers and colleagues and asking questions to provide clarity
- Seeking to understand customer and colleague needs and proactively looking for ways to exceed expectations
- Being clear, concise and courteous
- Providing regular and timely feedback
- Leaving a positive impression of the Council

### Respect

#### Demonstrated by:

- Creating trusted relationships with customers, colleagues and communities to achieve mutual goals
- Treating customers and colleagues with respect and dignity and valuing others as individuals
- Learning from others and valuing differences
- Being thoughtful, tactful and considerate
- Acting with integrity, loyalty and trust

### Accountability

#### Demonstrated by:

- Taking the initiative and ownership of our decision, actions, performance and behaviour
- Learning from our mistakes and seeking out opportunities to improve
- Delivering on promises to customers and colleagues
- Being proud of what we do

### Adaptability/Flexibility

#### Demonstrated by:

- Displaying a 'can do' attitude and being innovative
- Embracing change
- Getting out of our comfort zones and creating our own opportunities
- Looking for the positive in every situation
- Challenging negativity and bad behaviour

### Collaboration

#### Demonstrated by:

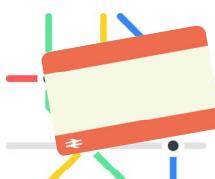
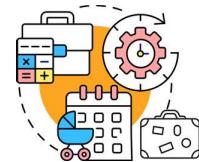
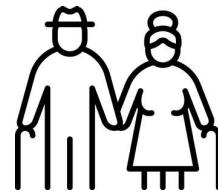
- Sharing ideas and challenges with our colleagues and actively seek out their opinion
- Working together beyond departmental boundaries to achieve superior results
- Ensuring everyone has an equal opportunity to share and contribute ideas
- Being part of the solution

# Total Reward Package

## Pension

We are part of the Local Government Pension Scheme (LGPS). There is a 50/50 section which enables a member to pay half rate contributions for half the benefits. The LGPS is a career averaged revalued scheme (CARE), which means your benefits are based on your salary for each year you are in the scheme.

Your contribution rate, based on your salary, is 6.8%



## Holiday Entitlement

You will be given a generous holiday entitlement of 222 hours (equivalent to 30 days) and a bank holiday entitlement per annum.

These amounts are pro-rated for part-time hours.

## Car Parking

Free car parking for work

## Private Medical Insurance

Subsidised private medical insurance for employees on Grade H and above on application

## Shared Cost AVC's

LGPS members have access to our Shared Cost Additional Voluntary Contribution (Shared Cost AVC) scheme, which offers you a cost-efficient way to invest in your financial future.

## Professional Membership Fees

The cost of one membership a year to a professional organisation that you require for your job

## Car Loan

A loan to assist you with buying a car, subject to certain criteria being met

## Season Ticket Loan

An interest free loan to assist with the purchase of a season ticket to travel to and from work

# Total Reward Package

## Cycle to Work

A salary sacrifice arrangement which allows employees to purchase a bicycle for travel to work. The scheme allows the cost to be spread over a monthly deductions and also reduces the employee's tax and national insurance costs.



## Hybrid Working

A Hybrid Working Policy which allows you to work part of your week remotely (depending on role and in agreement with your line manager)



## Flexi-Time Working

A flexi-time working scheme (in agreement with your line manager)



## Wellbeing

We have achieved the national Workplace Wellbeing Charter accreditation demonstrating our commitment to proactively championing a health workplace culture.



## Employee Assistance Programme

Access to a free and confidential Employee Assistance Programme which offers support for a wide range of issues including telephone and face to face counselling



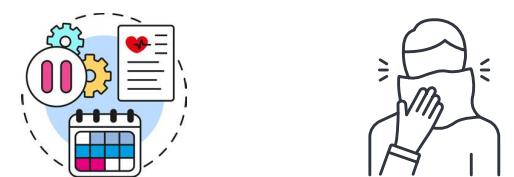
## Occupational Healthcare

An occupational health service to support employees in the management of health issues.



## Occupational Sickness Pay

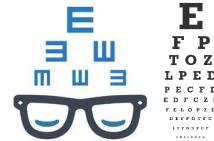
Generous sick pay based on length of service



# Total Reward Package

## Flu Vaccinations

Free flu vaccinations on an annual basis



## Employee Benefits Portal

A host of benefits, deals and offers via our online benefits portal including, but not limited to, shopping, travel and activities

## Family Friendly Policies

An enhanced package of Maternity, Adoption, Paternity, Parental, Shared Parental and Parental Bereavement Leave

## Compassionate Leave

Up to 10 days paid leave following the death of a close relative

## Cadet and Reserve Armed Forces Leave

Up to 10 days paid leave per year to take part in duties or training.

## Public Duty Leave

Additional leave for members of certain public bodies to undertake duties

# Job Profile

**Job Title:** Housing Compliance Manager

**Grade:** J

**Reporting to:** Housing Maintenance Manager

**Responsible for:** Housing Compliance Team (with line management), Contractors, Compliance Delivery, Compliance Management Systems.

## Experience:

- Previous Mechanical and Electrical and Compliance Management responsibility.
- Previous experience of managing a technical team.
- Sound understanding of contracts and local authority procurement rules.
- Must have managed a compliance team.

## Specialist Knowledge:

- Understanding of IEE wiring regulations
- Understanding of complex mechanical installations
- High level of experience and training on compliance matters
- Knowledge of HHSRS. Knowledge of the Social Housing (Regulation) Act 2023.
- Knowledge of current best practice and legislation in all areas of property related compliance and regulatory responsibilities relevant to housing.
- Excellent Microsoft Excel skills, with the ability to create efficient reports.
- Knowledge of MRI Housing One System, the Corporate Financial Management System, Compliance Software is desirable.

## Qualifications:

- Be a member of a charter of a relevant professional service. MCIOB etc.
- HNC or HND in Building Services
- BOHS P405 qualification in Asbestos Management
- NEBOSH qualification in Fire Safety in Construction
- Training on responsible person for ACOP L8 and HSG274
- Gas Safety training, sound understanding of gas safety regulations

## Special Circumstances:

- Professional manner, able to deal with customers in difficult situations. Must be able to work in a confidential environment.
- Access to own car and a full clear driving license.
- Willingness to occasionally work outside of normal work hours.
- Develop and deliver clear and creative strategies to deliver change.
- Demonstrates financial awareness, delivers efficiencies, controls costs and obtains added value.
- Excellent communication and negotiating skills and the ability to shape outcomes through reasoning and negotiation.

## Key Activities:

This post holder will play a key role in the Council's commitment to the delivery of quality and safe homes. Line management of the compliance team and co-ordination of activity, ensuring resilience and development in the team skills. Main duties include:

- Manage all compliance tasks relating to Fire, Gas, Electrical Safety, Water Safety, Lifts, Asbestos
- Ensure that all buildings meet current compliance standards and that all buildings are safe for use
- Ensure that all compliance software is adequate and maintained correctly
- Manage the reoccurring planned maintenance cycle of works relating to compliance management
- Assist the Housing Maintenance Manager when procuring contracts to deliver compliance functions
- Ensure risk assessments are undertaken where required and remedial actions are managed

## Key activities:

- In addition to the keys areas of compliance noted, the postholder is also responsible for the care and maintenance of other M&E functions. i.e. alarms, door entry, CCTV etc.
- To keep fully up to date with changes and advances in legislation, technology, building techniques and materials
- To undertake periodic audits and inspections and prepare a monthly report for compliance
- Attend and assist with estate inspections and risk assessments
- Deliver proactive communications to our residents on safety measures
- Reviewing and developing property related compliance policies, procedures and activities in line with current and emerging legislation and best practice. Developing and reporting appropriate KPI's and management information.
- Taking appropriate enforcement action, including representing the Council at Court, where required to obtain access to residents' homes, to complete essential compliance works.
- Assist the development of the Asset Management Strategy and 30 year business plan, modeling investment strategies to deliver the Council's corporate objectives.

Lead on the delivery and adherence of the repairs policy, where relevant to compliance

- Identify future services challenges and opportunities and develop strategic approaches to address these
- Participate in cross-departmental meetings/working groups to support the delivery of operational aims
- Maintain a database of reliable and accredited contractors across all disciplines
- Maintain and develop policies and procedures, and the quality assurance manual, in respect of compliance
- Identify statutory Health and Safety obligations and ensure these are met
- Maintain and develop the relationship with contractors and partners, to ensure KPI's are achieved in meeting regulatory compliance requirements across the portfolio
- In conjunction with the finance team, manage relevant applications for payment from contractors
- Ensure GDPR compliance within the team
- Ensure that work is planned in order to maximise contributions from leaseholders including Section 20 consultation.
- Provide monthly reports to the Housing Maintenance Manager as required



This, together with the competency levels is a description of the job as it is at present constituted. It is the practice of this Council to periodically review and update them to ensure that they relate to the job as then being performed, or to incorporate whatever changes are being proposed. You will be expected to participate fully in any discussions and, in connection with them, to re-write your job profile to bring it up-to-date if this is considered necessary or desirable, and to discuss it with your immediate superior. It is the Council's aim to reach agreement on reasonable changes, but if agreement is not possible the Council reserves the right to insist on changes to your job description after consultation with you. As a term of your employment you can be required to undertake such other duties commensurate with your grade, and/or hours of work, as may reasonably be required of you. All aspects of the post are to be carried out in compliance with the Council's overall Policies and Procedures, and all post holders will frequently have access to confidential information and will maintain such confidentiality as required by the Council.



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