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Plumber's Assistant Recruitment Pack

SALARY PACKAGE

c£26k per annum

This is a fixed term contract until the end of March 2027.



atebgroup.co.uk

CLOSING DATE

6th May 2026

INTERVIEW DATE

20th & 22nd May 2026



The ateb Group

A message from the ateb team

Hello and welcome to ateb. We hope you find this pack interesting and that you'll consider this opportunity as the first step towards starting your career in a great industry.

Starting something new, or taking the next step in your development, can be daunting for anyone. That's why we've run a successful apprenticeship scheme for many years across a range of disciplines. Our approach is simple: we make sure you have the support you need to do your best throughout your training, while also playing a valued role within the team.

Developing a plumbing trade sets you up for life, with skills that will always be in demand across a range of industries. It also provides a platform to build additional skills, should you choose to. You'll be part of a team, working and learning alongside one of our qualified trade colleagues. By combining college learning with practical experience, you'll get the best of both worlds – and a recognised qualification at the end.

At ateb, you'll be a valued member of the team and will take part in the development activities we run throughout the year. Our values matter to us. We expect our DNA of Trust, Togetherness and Empowerment (to get things done) to be reflected in everything we do. As part of this role, you'll help bring those values to life, while developing your customer, leadership and teamworking skills.

Applying for a role can sometimes feel complex, so please feel free to speak to our team if there's anything you'd like to know more about – there's no such thing as a silly question. By applying, you're taking a positive step towards securing this role and starting something new. Good luck.

Nick Hampshire

Chief Executive



The ateb Group

Our Group is made up of companies that collectively have the purpose of...

Creating Better Living Solutions for the people and communities of West Wales

We aim to:

- **Improve Customer Service**
- **Serve More People**
- **Increase Business Effectiveness**

We are concentrating on:

- **Affordability** - Help support the challenges of the cost of living crisis
- **Safe Homes** - Keep our homes compliant
- **Customer Service Investment** - Make improvements to service delivery
- **Collaboration** - Work with others to achieve more
- **Lower Carbon** - Work towards our 'ateb net zero' target

ateb



West Wales **Care & Repair**
Gofal a Thrwsio Gorllewin Cymru

MILL BAY
HOMES

The Group offers various services across the West Wales counties of Carmarthenshire, Ceredigion and Pembrokeshire. The parent of the Group, ateb Group Limited, is regulated by the Welsh Government. Both active subsidiary Companies have their own Board that reports to the parent Board.

We Are ateb

Our ateb Vision shows us “...what looks good for ateb.”
We all have a role to play in making our Vision a reality.

Our ateb Vision consists of 6 sections:

Purpose

Creating Better Living Solutions

DNA

Trust, Togetherness
and Empowerment

Plan

Improve Customer Service
Serve More People
Increase Business Effectiveness

Deliver

The right customer Outcomes
as Effectively as we can

Assure

Understand Risks
Set the right controls
Test the controls are working

Improve

Improvement is the day job



Customer Directorate

Some say this is the best directorate in the world...

Scope

Property and Compliance sits within the Customer Directorate and consists of 10 delivery teams:

- Customer Services - Lettings, Income Collection, Customer Advice and Support, Customer Engagement, Community Development, Tenancy Support and Independent Living.
- Property Services - Maintenance, Compliance and Shared Spaces.
- Plus our subsidiary company West Wales Care and Repair.

Team

There are 117 permanent posts within the directorate; The team's priority is to deliver the best possible service outcomes to our customers living in an ateb home or receiving a service from West Wales Care and Repair.

Background

- 126 homes re-let in the last 10-month period, and 77 new homes let
- 24,738 calls received by our contact centre in the last 10-month period
- 1,248 ateb customers provided with money advice and support.

Property Facts and Figures:

- 3,364 ateb homes maintained with plans for more
- An average of 1,057 repairs completed each month

The Future

We provide a great service to our customers but we know as a team that there is more we can do to improve, some of our future priorities include:

Customer & Property

- Being prepared for a range of new regulation including the Building Safety Act.
- Ensuring our homes are free from property hazards such as damp and mould and where identified we respond quickly.
- Improving the delivery of our reactive repairs service to ensure we are meeting our customers' expectations.

West Wales Care & Repair

- Developing our services to deliver more to more people.

Your Role @ateb



You will be our: Plumber's Assistant

Working in the: Property & Maintenance Team

You will focus on the following service areas:

Lettings

- All properties let, all of the time

Maintenance

- Fix issues to customer's satisfaction

Compliance

- All properties are compliant with legislative requirements

Planned Maintenance

- Improvement programmes delivered to customer satisfaction

Some words from your current team:

Chris will be your direct manager...

Our Plumber's Assistant role sits within the Property Team at ateb, and we are really looking forward to welcoming you on board to help us effectively manage our service area commitments in compliance and general repairs/maintenance. As part of this role, you will be joining an experienced team who work together and support each other to help deliver great customer service to all ateb customers. You will become a valued member of this team.

Mark will be your directorate lead...

Our directorate provides a range of services to help our customers live happily in their homes. In each service area, we want to make sure that it's clear what we do and how we can help our customers. From letting homes that meet expectations, carrying out repairs and maintenance, planned improvements and ensuring our homes are safe and secure; to providing customer advice and support and supporting people to live independently, our Customer Directorate will always aim to deliver the right service outcomes, efficiently with great customer experience.

Your Role @ateb

These are a few of the key duties of the role, please refer to the role profile for more:

- Assist with the installation of radiators and domestic hot and cold water pipework, helping to ensure the effective performance of heating systems.
- Support the qualified plumber in the repair, maintenance and installation of plumbing and sanitaryware fixtures in both occupied and empty properties.
- Follow guidance on best practices to help reduce the risks associated with Legionella, developing your knowledge as you work.
- Learn to identify and use WRAS approved products, understanding their role in maintaining safety and compliance in plumbing tasks.
- Provide support when working with larger diameter pipework (35mm & 42mm), where required.
- Maintain a tidy and safe working environment, ensuring high standards of cleanliness, health and safety, and customer care, particularly when working in customers' homes.
- Communicate politely and professionally with customers, helping to keep them informed and responding to any queries as needed.
- Work closely with and learn from our qualified plumbers, developing your practical skills and experience to support your ongoing development.
- Anticipate the needs of the plumber by preparing work areas, gathering materials, and selecting the correct tools to help the job run smoothly and efficiently.

- **Improve Customer Service**
- **Serve More People**
- **Increase Business Effectiveness**

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Reward @ateb

Salary

c£26,800*

c£26.8k* per annum

This is a fixed term contract until the end of March 2027.

Salary will be based on 37 hours per week, please see notes below regarding our reward @ateb framework

*Please note salary and benefits will be Pro Rata in line with fixed term contract length.

Reward Framework

Our reward @ateb framework consists of the following:

Performance Related Pay

**Up to
£2,100**

Each role will sit within a salary band where you will be able to potentially increase your annual basic salary each year and earn additional 'in year' unconsolidated rewards where performance has exceeded expectations.

Core - Increase your next year's salary up to £1,300 before a cost of living review is applied

Core+ - Receive up to a c3% unconsolidated payment in the current year

Encore Awards

**Up to
£500**

All team members could receive spot lump sum awards each year where they have been recognised for actions they have undertaken to promote our Vision.

Encore - Any one team member can receive awards up to the value of £500 in a financial year

Strategic Awards

Variable

Our Boards have the additional ability to reward their companies where particular milestones or strategic performance has been achieved.

Strategic Awards - are not time based, the Boards can consider additional strategic awards for a range of different circumstances relating to operating conditions, performance or achievement of key milestones etc.

Remuneration is just part of the deal, please look at the other benefits of being part of team ateb...

Benefits @ateb

We have some great benefits for this role from flexible working, generous holidays, competitive pension, life insurance and health plans. Go on, you know you want to:

<p>Annual Leave 30 Days pro rata 222 hours pro rata</p>	<p>Our annual leave year runs from 1st January to 31st December with full time entitlement of 30 days (222 hours) per year, pro rata for part time working arrangements. You will be able to take your leave in hours to increase further your work/life flexibility.</p> <p>In addition, the Group will usually close the office for 3 days during the Christmas / bank holiday period. This time off is in addition to your annual leave entitlement and any bank holidays.</p>
<p>Contributory Pension: c£2,600*</p>	<p>You will be auto enrolled into our SHPS Defined Contribution scheme in accordance with employer legislation where we will match your contributions up to a maximum of 10%.</p>
<p>Simply Health Over £1,000</p>	<p>Over £1,000 of annual health benefits from dental to hospital expenses plus online GP and counselling services.</p>
<p>Life Insurance Cover: c £78,000*</p>	<p>Connected to our pension membership, you'll receive 3 times your salary life insurance cover for your family.</p>
<p>Sickness Benefit 3 mths full & 3 mths half</p>	<p>3 months of full pay and 3 months of half pay (after 6 months service) which can be extended if you are off with longer term critical illness as defined by the Association of British Insurers Minimum Standards for Critical Illness Cover.</p>
<p>Days to Support our Good Causes 2</p>	<p>As a Group we aim to support worthwhile causes every year, we will support you to volunteer your time to help our chosen good causes.</p>
<p>Learning and Development</p>	<p>The Group invests in a wide range of learning and development activities to support you to do your role better and develop your own skills.</p>
<p>Professional Subscriptions</p>	<p>We will pay one of your annual professional membership subscriptions where it relates to your role.</p>
<p>Trust Clock - flexible working</p>	<p>Flexible time and location working environment. Meet our leading principle and we are flexible on how and where you deliver great customer outcomes.</p>

Benefits @ateb continued

Business Mileage and Car Use	We have different mileage rates depending on your role's requirements for travel. Casual user is reimbursed per mile and an essential user car user receives an annual lump sum allowance plus reimbursement per mile, all to HMRC guidelines.
Special Leave	We know sometimes everyone needs support outside work, we have a fully flexible approach to taking special leave that is tailored to your circumstances.
Additional Health Benefits	We offer annual flu vaccinations and make a contribution towards eye tests and glasses costs for DSE users.
Annual Mental Health Support	Our counselling scheme offers up to 6 counselling sessions plus we can arrange additional support through our retained occupational health service where needed.
Team ateb	As part of the team you can access a range of activities relating to wellbeing and team events as well as our team forum.

Our Working @ateb Leading Principle...

“We must always put the customer, business, team and H&S first when planning and delivering our role profile responsibilities and service area outcomes”

How to apply

So, what's not to like! If you want to make a difference by creating better living solutions for the people and communities of West Wales, you have come to the right place.

Here's what to do to showcase why you are the person for this role...



■ STEP 1 | NOW!

Check out who we are and what we do on our website.
www.atebgroup.co.uk



■ STEP 2 | APPLY BY - WEDNESDAY 6TH MAY 2026

Once you've read the documents and you think it's the role for you, hit the apply button. Keep the information to hand as you'll need this to write a cracking application. At ateb Group we want to hear all about your skills and experience and how they relate to the role, so please don't be modest. Once you're happy with your application, press submit and wait for further information.

Got a query? contact us on peopleteam@atebgroup.co.uk



■ STEP 3 | WE WILL LET YOU KNOW ASAP

After the closing date, we'll be in touch to let you know if you've been invited for an interview. All applicants will be contacted via e-mail so keep checking your inbox - don't forget to check your junk inbox if you haven't heard from us. We will always contact you.



■ STEP 4 | INTERVIEWS - WEDNESDAY 20TH & FRIDAY 22ND MAY 2026

The interview is an opportunity for us to find out more about you and an opportunity for you to ask us any burning questions you may have - relax, we're very nice! You will also meet some of your future team members for a chat over coffee or cup of tea.

Good Luck

Diversity Statement

ateb Group remains fully committed to the principles of non-discrimination and equal opportunities across all areas of the organisation, our subsidiaries and the communities we work within.

As part of our commitment to improving diversity and representation within our Group, we encourage candidates from all protected characteristics, as well as those with lived experience of disability, to consider joining our Board. Your unique perspectives and experiences are invaluable in helping drive our vision forward.

We are proud to have signed up to Tai Pawb's 'Deeds Not Words' pledge and to have made the Disability Confident commitment. If you are from a Black, Asian or Minority Ethnic background, or have a disability, and meet the essential criteria for the role, you will be guaranteed an interview.

If you would like to read more around our Equal Opportunities and Diversity Policy then please visit our [website](#).

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