

JOB DESCRIPTION

Job Title: Painter & Decorator (Modern & Heritage Buildings)

Department: Works Department

Reports to: Soft Services Manager

Purpose of role

To carry out high-quality painting and decorating works across a range of projects, including modern and heritage or listed properties, ensuring compliance with conservation standards, health & safety regulations, and College specifications.

Key accountabilities:

Painting & Decorating

- Prepare surfaces including sanding, filling, cleaning, and priming.
- Apply a range of finishes (e.g. emulsions, gloss, varnishes, specialist coatings).
- Carry out internal and external decorating works to a high standard.
- Apply wallpaper, specialist wall coverings, and decorative finishes.

Heritage & Conservation Work

- Undertake sensitive restoration and redecoration of historic/listed buildings.
- Use traditional materials (e.g. lime-based paints, distemper) and techniques where required.
- Follow conservation guidelines and specifications to preserve original features.
- Work carefully around architectural features such as cornices, mouldings, sash windows, and timber panelling.

Modern Building Work

- Carry out decorating for modern and refurbishment projects.
- Use modern materials, spray techniques, and coatings systems.
- Meet tight deadlines while maintaining quality standards.

Health & Safety

- Comply with all health & safety legislation (e.g. COSHH, Working at Height Regulations).
- Operate tools and equipment safely, including ladders, scaffolding, and powered equipment.
- Maintain clean, tidy and safe working environments

Customer & Team Interaction

- Liaise with other trades, members of the College and contractors.
- Provide a professional and courteous service.
- Work independently or as part of a team.

General Duties

- Maintain tools and equipment.
- Make glazing repairs as instructed
- Keep accurate records of work completed.
- Support apprentices or junior staff where required.

Person Specification

Criteria	Essential	Desirable
Skills and experience	- Proven experience in painting and decorating across both modern and older buildings. - Ability to prepare a variety of surfaces (plaster, wood, masonry, metal). - Experience using a wide range of paints, finishes, and decorating techniques. - Understanding of working with heritage materials and conservation requirements. - Competent in wallpapering and decorative finishes. - Ability to read and interpret job specifications and drawings.	- Experience working on listed buildings or conservation projects. - Knowledge of traditional techniques (e.g. lime wash, gilding, graining, marbling). - Experience of small glazing repairs – training will be provided - Experience of paint spraying
Personal attributes	- High attention to detail and pride in workmanship. - Respect for historic environments and preservation standards. - Problem-solving approach and adaptability. - Strong communication skills. - Ability to work independently and as part of a team. - Good time management and reliability.	
Qualifications and training	- NVQ Level 2 (or equivalent) such as City and Guilds in Painting & Decorating, or significant relevant experience. - Evidence of health & safety training and implementation of good practice	- PASMA, IPAF, or working at height certification. - First Aid at Work qualification.
Additional requirements	- Full UK driving licence preferred to drive the department van from time to time. - Able to use a cycle to travel across the 36 acre site. - The buildings range from c1490 to the present day. There are many narrow stone staircases to negotiate on a regular basis. The role holder is therefore required to be physically fit to lift and carry heavy items up and down stairs.	

EMPLOYMENT DETAILS

Rate of Pay:	£33,539 per annum
Hours:	39 hours per week. Mon-Thurs 8am-5pm Fri 8am-4pm.
Location:	Staff are expected to work in College.
Contract type:	Permanent
Holiday:	25 working days plus 8 public holidays.
Meals:	Free lunch is provided for staff who are on site and whose duties cover this period.
Probationary Period:	Four months.
Pension Scheme:	A pension scheme, which complies with the requirements of the Occupational and Personal Pension Schemes Regulations for auto-enrolment, will be available after three month's service. All staff will become members unless they choose to opt out.
Employee Assistance:	The Employee Assistance Programme is a free and confidential telephone and web-based information and support service providing staff with access to caring and professional consultants and counsellors.
Gym:	Membership of the College gym is available for a modest fee. Inductions are compulsory.
Sports & Social Club:	The Trinity College Staff Sports and Social Club, run by a committee of staff who organise events and outings.
Access to College:	The College is unable to provide parking on site for its entire staff. Access to and parking in the City Centre is becoming increasingly difficult. The City Council has provided several Park and Ride sites around the city outskirts, with regular bus services. Many members of staff cycle to work, and the College may be able to provide covered cycle parking.
Private Health Care:	The College provides private health care and membership of a dental care scheme. Staff are able to join the schemes after successful completion of their probationary period, subject to certain limitations. This is a taxable benefit.
Cycle to Work Scheme:	There is a tax-free benefit allowing you to spread the cost of a new bike, including either a pedal bike or an e-bike, and equipment for it. Staff are able to apply for this scheme after successful completion of their probationary period. Maximum limits apply.
College Punts:	Use of College punts at a subsidised rate.