



# Department for Levelling Up, Housing & Communities





# Department for Levelling Up, Housing and Communities



## Welcome to DLUHC

*Thank you for your interest in this role at the Department for Levelling Up, Housing and Communities (DLUHC).*

*Our new Department is at the forefront of the government's central mission to drive forward the Government's ambition of levelling up the country as we build back better from the pandemic. We have a critical role to play in building better quality, safer, greener and more affordable homes; ending rough sleeping; enabling a sustainable and resilient local government sector; and raising productivity and empowering places across all parts of the United Kingdom.*



*We are proud of the work we do, and of our open and collaborative culture. We want to empower and enable our people to deliver at their best. Central to this is our commitment to diversity, and to creating a truly inclusive working environment.*

*We are looking for people who can shape and deliver the people strategies and plans that we will need to realise our vision. DLUHC offers you a chance to build your career at one of the most significant times in our recent history, and to make a real difference to the leadership of the wider Civil Service as well as DLUHC.*

*Above all, we are looking for people who want to make positive change happen. If you think this could be you, we look forward to hearing from you.*

*Permanent Secretary, Jeremy Pocklington CB*



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## DLUHC Priorities

The last 12 months have been an extraordinary time for people and communities across the country.

DLUHC has been at the forefront of the Government's fight against Covid-19 at national and local level: by taking unprecedented steps to protect thousands of rough sleepers; in shielding the most vulnerable in society; and introducing a series of emergency measures to support people, places and sectors.

Now is the time for our focus to shift to helping the country recover and rebuild. Our mission to level up never being more critical and we continue to make significant progress in delivering programmes for Government: build more homes throughout the country; introduce landmark reforms to modernise the planning system; introduce the most significant building safety changes ever following the Grenfell tragedy; end rough sleeping by tackling the complex causes behind it; and ensure local government system is sustainable, resilient and delivers for citizens

**Given the essential role we play across Government, we hope you're interested in joining us to make a difference to the lives of people across the UK and we look forward to welcoming you to the team.**

Watch our short video to learn more about life in DLUHC [here](#).

**Levelling up all parts of the country to create more opportunities, better jobs and boosting living standards**

**Delivering more, better quality, more affordable, safer and greener homes.**

**Ending rough sleeping and reducing homelessness**

**Introducing the biggest changes in building safety for a generation**

**Support the sustainability of the local government sector that delivers priority services and empowers communities.**

Read more about our departmental priorities in our [Outcome Delivery Plan](#).



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## Beyond Whitehall at DLUHC

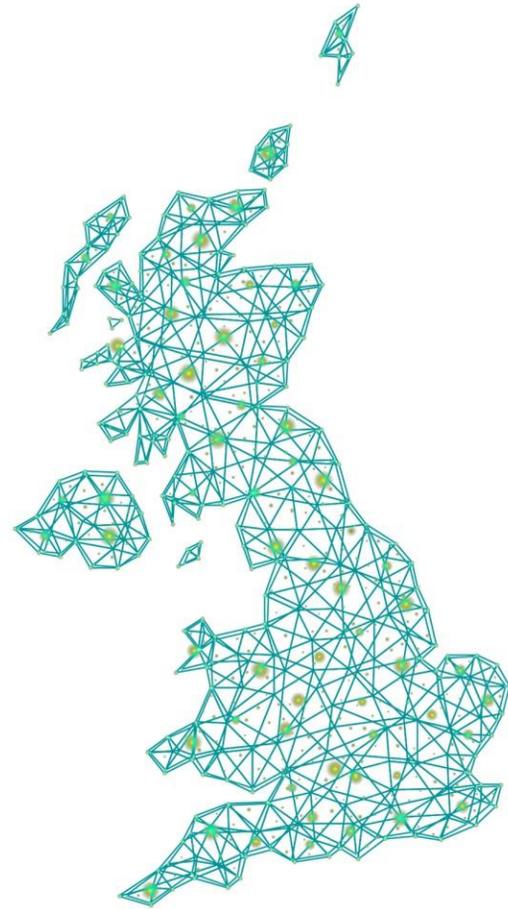
At DLUHC, we are committed to become an even more outward facing department that reflects the diverse communities that we serve. Beyond Whitehall is a Civil Service wide reform programme, which works to break down London centricity in how we develop and implement policy, and we are a leading department in its progress. As the department for place, DLUHC is leading the way on this programme of work.

In the last 12 months, DLUHC has increased the number of people outside of London by over 200 roles, with three in ten of our workforce outside of London.

We are delighted that we are also opening our second headquarters in Wolverhampton, where we will be based in the i9 building within the historic heart of Wolverhampton City Centre. It will house 250 roles over the next couple of years, and in a first for Government, it will have a regular and frequent ministerial presence.

Alongside Wolverhampton, we have new hub in the Northern Economic Campus in Darlington and a UK-wide presence in the devolved nations, whilst retaining our presence in each of the nine English regions.

As we continue to build on our Beyond Whitehall commitments, we will ensure a greater diversity of thought is reflected in the development and delivery of Government policy, and greater career opportunities are promoted outside of London.



Our second HQ in  
Wolverhampton City Centre,  
i9 building.





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## Meet some of DLUHC

The Department consists of over 20 separate business areas, which fall within five different groups. Hear from some of those teams below.

**Role:** Apprenticeships Lead in the Early Careers & Capabilities team

**Responsible for:** Organising and managing early career schemes within the department including SDIP, apprenticeships, care leavers placements and autism exchange internships.

**Networks part of:** BAME, Social mobility, GEN, Fast Stream network, Apprenticeships network

**Day in the life of:** Currently lots of interviewing for apprenticeships and dealing with any issues that individual interns/apprentices have and making sure they're well supported

**Best part of your job:** Getting to meet and get to know all the people we bring in through our early career schemes.

**Biggest achievement so far:** Launching and running a mass apprenticeship recruitment campaign focused on social mobility for DLUHC.



**Hi, I am a Policy Advisor on the Building Safety Programme.**

I am passionate about making a difference at a local level and my role is all about capturing everyone's perspective and experience in discussions, making sure I understand the impact and cumulative effect of the policy area I am leading. It is such a supportive atmosphere where we are all trying to secure the best outcomes. The best part of my job is the collaborative working - sharing and learning from others, and I get so excited when I hear words I have helped draft being used by Ministers to support our work.



**Role:** Head of Rough Sleeping Strategy

**Responsible for:** Setting the strategic approach to tackling rough sleeping. My job is to work with a variety of teams and stakeholders to set a deliverable path to ending rough sleeping by 2021.

**Networks part of:** Our directorate's Wellbeing Group

**Best part of your job:** Working with passionate, knowledgeable people who want to find practical solutions to homelessness and rough sleeping.

**Biggest achievement so far:** securing further funding for the fourth year of the Rough Sleeping Initiative, shown to reduce rough sleeping by 32% in the areas it funds.





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## Meet some of DLUHC

**Role:** I run a Business Management team in my Directorate.

**Responsible for:** My team ensures that everything gets done! This includes responding to Ministerial requests, coordinating policy teams, planning for future budgets and spending reviews, financial processes, staff wellbeing, correspondence, briefing, recruitment, performance reporting, risk reporting, information management and Divisional strategy.

**Networks part of:** DLUHC Jewish Network and Civil Service Jewish Network

**Best part of your job:** Working with people who are genuinely warm and caring who are really passionate about supporting communities.

**Biggest achievement so far:** Writing a speech for our Minister, which includes a lot of behind-the-scenes prep work and coordination across DLUHC and other government departments, then seeing it delivered in Parliament to positive feedback.



**Role:** Policy Advisor within the Freeport Delivery Team

**Responsible for:** Working on outstanding Freeport policy questions, with a focus on Regeneration, Innovation and Net Zero. Also the secondary Freeport Lead for East Midlands and Freeport East.

**Networks part of:** Health and Wellbeing, Neurodiversity, Working Parents and Jewish Network

**Best part of your job?** The variation as there is no two days the same, it is also exciting to work on a policy that is such a high priority of the Government!

**Biggest achievement so far?**

Whenever you see policy, strategies or guidance come to fruition, most recently we shared a Setup Phase and Delivery Guidance with the 8 English Freeports, to enable them to progress with their setup, ahead of going live from November.

**Photo:** A recent visit to see the East Midlands Freeport, outside the Ratcliffe-on-Soar powerplant





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## We are for everyone at DLUHC

Everyone in DLUHC is unique and brings their own individual perspectives into our organisation. We represent different races, age groups, socio-economic backgrounds, faith and beliefs.

We want to obtain the full benefits of our diverse employees; therefore, we strive to foster an inclusive culture where everyone has a sense of belonging, authenticity of voice and can thrive.

Our "We are for everyone" campaign embodies this.

At DLUHC we are committed to providing a positive and inclusive environment where people are valued for the skills and experience, they bring. Trust, integrity, approachability will be encouraged and valued. We know that when our people are treated fairly and feel included, they are more motivated and deliver better outcomes for the public.

### Staff Networks

In DLUHC, we have plenty of active employee network groups helping to support the creation of a more inclusive culture in our organisation,. We also have a vibrant community of inclusion allies who ensure diversity and inclusion is driven across all our Directorates.

### Health and Wellbeing in DLUHC

We prioritise wellbeing in DLUHC because we know that our people are the key to our success. We have Mental Health Ambassadors and supply mental health first aid training, Wellbeing Champions across DLUHC and train all of our senior leaders to be Wellbeing Confident. We have an Employee Assistance Programme for all staff, as well as the use of the Calm app for free.

We welcome applicants from all backgrounds and communities, and in particular those that are currently underrepresented in our most senior grades. This includes, but is not limited to, Black, Asian and Minority Ethnic (BAME) candidates, candidates living with disabilities, and female candidates.





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## What can I expect from DLUHC?

When you join DLUHC you will be joining an ambitious, professional, friendly and caring team. We are proud of the great people we have in the department and [our People Survey results](#) are amongst the best in the Civil Service. Our latest people survey results best summarise how DLUHC people feel about the department and their colleagues:

- **The work we do is interesting and important:** last year 92% of colleague said they were interested in their work
- **We like to collaborate on new ways of doing things:** In the same survey 91% of colleagues said that their manager is open to their ideas
- **We are inclusive and genuinely care about our colleagues wellbeing:** 91% also said that their manager is considerate of their life outside work
- **And we are supportive:** 92% of colleagues say that the people in their team can be relied upon to help when things get difficult

As well as a competitive salary, DLUHC offer a comprehensive package of benefits to its people that includes:



**Flexible working arrangements and a hybrid working offer with 40% of your time in the office**, that provides great places to work that enable and inspire everyone to be their best and support for home or remote working for some of the week where appropriate to the role



### **Support that includes:**

- A range of 'Family Friendly' policies such as opportunities to work reduced hours or job share.
- Access to flexible benefits such as salary sacrifice arrangements for childcare vouchers, and voluntary benefits such as retail vouchers and discounts.
- Paid paternity, adoption and maternity leave.
- Free annual sight tests for employees who use computer screens.



**A comprehensive learning offer and capability strategy**, making DLUHC a learning organisation where we achieve great results for people and places. We want colleagues to have access to the learning they need to grow their expertise and the desire to continuously develop and build their careers. We have a digital DLUHC learning hub which provides access to learning on topics such as understanding government, professional and personal development. We also offer targeted development programmes to help colleagues from diversity backgrounds looking to progress into senior roles.



**A great contributory pension** which you will be automatically enrolled into if you are not already - you can find out more at [www.civilservicepensionscheme.org.uk](http://www.civilservicepensionscheme.org.uk).



**A generous annual leave entitlement** starting at 25 days per year increasing to 30 days over time in addition to a minimum of 8 public holiday days.



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We look forward to your  
application and good luck!

