

PERSON SPECIFICATION

Post Title	Roads Maintenance Apprentice	Band	2/3	Job Evaluation Reference	G947
Required Attributes					
1. EDUCATION AND TRAINING				Essential	Desirable
Qualifications as an essential criteria can only be asked if it is a <u>fundamental</u> requirement of the role (i.e. the role could not be done without it). Otherwise, a qualification should be used as an <u>indication</u> of the knowledge required to perform the role and equivalent knowledge/experience* should be considered (i.e. SCQF Level 6 or equivalent knowledge/experience)					
*equivalent knowledge/experience can be gained in several ways including relevant work experience, voluntary or community activities, on-the-job or off-the-job training or full-time or part-time study					
Band 2 - National 5s including Math's; eligibility for HNC Civil Engineering pathway; willingness to work towards qualification.				✓	
Band 3 – Completion of 50% of University Degree or 50% of HNC.					
Driving license					✓
2. KNOWLEDGE AND EXPERIENCE				Essential	Desirable
Consider what knowledge and experience is essential at the point of recruitment and what can be considered desirable and can be learned through on-the-job training					
Exposure to construction, engineering, technical tasks, or project work					✓
Volunteer, or school-based work experience					✓
Basic understanding of engineering, construction, or STEM principles;				✓	
Awareness of roads, drainage, or transport infrastructure is beneficial.				✓	
3. SKILLS AND ABILITIES				Essential	Desirable
Consider what skills and abilities are essential the point of recruitment and what can be considered desirable and can be learned through on-the-job training					
Strong problem-solving skills				✓	
Attention to detail				✓	
Good verbal and written communication				✓	
Ability to work with technical data				✓	

Basic MS Office skills	✓	
Willingness to learn engineering software	✓	
Ability to manage time and follow instructions.	✓	
4. PERSONALITY FACTORS	Essential	Desirable
• Include personality traits and interpersonal skills that align to the Councils Core Behaviours		
Reliable	✓	
Motivated	✓	
Positive attitude	✓	
Strong work ethic	✓	
Team-oriented	✓	
Adaptable	✓	
Willing to develop professionally	✓	
5. OTHER REQUIREMENTS	Essential	Desirable
• Include other criteria not covered in sections 1-4 i.e. Driving License or SSSC registration etc		
Commitment & compliance to health and safety with Dumfries & Galloway Council policies.	✓	
Commitment & compliance to equality and diversity with Dumfries & Galloway Council policies.	✓	
Willingness to work outdoors and undertake site visits.	✓	
Employees are the Council's greatest asset and through our SUPPORT we are expected to work together and demonstrate the following core behaviours: • Strengthen – our Communities • Understand – our children's needs • Protect – our vulnerable people • Promote – equality and diversity • Open and transparent – at all times • Respect – our environment • Treat – each other with kindness		

Guidance:

A factsheet on writing a person specification is available on Connect within the recruitment policy/procedure.