

PERSON SPECIFICATION

Post Title	Streetscene Operative 1	Band	3	Job Evaluation Reference	G730
Required Attributes					
1. EDUCATION AND TRAINING				Essential	Desirable
Only asking for qualifications as an essential criteria can be done 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					
Educated to SCQF Level 4 (Standard Grade) or equivalent knowledge/experience.					X
Qualifications in use of small plant e.g. Strimmer					X
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					
Cleansing and grounds maintenance experience					X
General knowledge and understanding of Health & Safety				X	
An awareness of COSHH					X
Knowledge of the range of services within Streetscene & Community Assets					X
Experience of using small plant e.g. strimmer's, lawnmowers, hedgecutters					X
Demonstrate good Customer Care				X	
Knowledge of local community					X

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			
Work as part of a team		X	
Able to listen and understand instructions		X	
Good communication skills		X	
Good organisation skills			X
Able to work on own initiative			X
4. PERSONALITY FACTORS		Essential	Desirable
Include personality traits and interpersonal skills that align to the Councils Core Behaviours			
Approachable		X	
Respectful		X	
Good Timekeeper		X	
Flexible approach		X	
Self-Motivated, can do attitude.		X	
Ability to work outside in all weathers		X	
5. OTHER REQUIREMENTS		Essential	Desirable
Include other criteria not covered in sections 1-4 i.e. Driving License or SSSC registration etc			
A full UK driving Licence.		X	
Driving Licence with Category C Licence and Category C plus E Licence			X
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.