PERSON SPECIFICATION

Post Title	Roads Operative	Band	Band 5	Job Evaluation Reference	BM04

Required Attributes		
1. EDUCATION AND TRAINING	**Essential**	**Desirable**
• **Qualifications as an essential criteria can only be asked if it is a fundamental requirement of the role (i.e. the role could not be done without it). Otherwise, a qualification should be used as an indication 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 Standard Grade level in Maths and English or equivalent knowledge/experience	✓	
Relevant health and safety training	✓	
Valid HGV licence		✓
Current and valid operatives level New Roads and Streetworks qualification	✓	
Appropriate CSCS Card (or commitment to obtain within 6 months)	✓	
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**		
Use of specialised construction plant	✓	
Manual outdoor working in all weathers		✓
Working for a Local Authority		✓
Construction site working including road maintenance and construction activities	✓	
Knowledge and understanding of risk assessments and method statements	✓	
Understanding of most appropriate plant /equipment and material are required to undertake		✓
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**		
Physical working dexterity	✓	
Flexible approach towards carrying out a range of tasks	✓	

Use of specialist plant and equipment related to construction	✓	
Read and follow instructions and interpret safety requirements	✓	
4. PERSONALITY FACTORS	**Essential**	**Desirable**
• **Include personality traits and interpersonal skills that align to the Councils Core Behaviours**		
Team worker	✓	
Courteous manner	✓	
Clear verbal communication skills	✓	
'Can-do' approach to help resolve problems	✓	
Ability to work with minimum supervision and exercise judgement	✓	
Embrace change	✓	
5. OTHER REQUIREMENTS	**Essential**	**Desirable**
• **Include other criteria not covered in sections 1-4 i.e. Driving License or SSSC registration etc**		
Car/light goods driving licence		✓
Driving Licence with C&E capabilities (Trailer towing)		✓

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.