# PERSON SPECIFICATION

| Post Title | Senior Refuse & Recycling Operative | Band | 5 | Job Evaluation Reference | G017(1) |
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| Required Attributes | | |
|---|---|---|
| **1. EDUCATION AND TRAINING** | **Essential** | **Desirable** |
| • **Only asking for qualifications as an essential criteria can be done 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)**<br><br>***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** | | |
| Current valid Class 2 driving licence | ✓ | |
| Current driver CPC | ✓ | |
| Relevant health & safety training | | ✓ |
| Terberg Operator training | | ✓ |
| **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** | | |
| Manual outdoor working in all weathers | ✓ | |
| LGV driving experience | ✓ | |
| Working for a Local Authority | | ✓ |
| Providing customer service | | ✓ |
| Knowledge of different localities & areas with Dumfries & Galloway | ✓ | |
| Knowledge of risk assessments, safe working procedures and other relevant and health and safety requirements | | ✓ |
| Good working knowledge of LGV driving related legislation | ✓ | |
| **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** | | |
| Flexible approach towards carrying out a range of tasks | ✓ | |
| Physical working dexterity | ✓ | |

| | | |
|---|---|---|
| Reading and writing skills | ✓ | |
| **4. PERSONALITY FACTORS** | **Essential** | **Desirable** |
| • **Include personality traits and interpersonal skills that align to the Councils Core Behaviours** | | |
| Ability to work with minimum supervision & exercise judgement | ✓ | |
| Courteous manner | ✓ | |
| Clear verbal communication skills | ✓ | |
| 'Can-do' approach to help resolve problems. | ✓ | |
| **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 B&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:<br>• Strengthen – our Communities · Understand – our children's needs · Protect – our vulnerable people · Promote – equality and diversity<br>• 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.