PERSON SPECIFICATION

Post Title	Refuse / Recycling Operative	Band	3	Job Evaluation Reference	BM21

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 SCQF Level 5 (eg National 5, National Certificate/Standard Grade) ***or*** equivalent knowledge/experience.		**D**
Relevant health and safety training.		**D**
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.	**E**	
Working for a Local Authority.		**D**
Providing customer service.		**D**
Knowledge of different localities and areas within Dumfries and Galloway.		**D**
Risk assessments.		**D**
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**		
Clear verbal communication skills.	**E**	
Work with minimum supervision and exercise judgement.		**D**

4. PERSONALITY FACTORS	Essential	Desirable
• **Include personality traits and interpersonal skills that align to the Councils Core Behaviours**		
Team worker	**E**	
Courteous manner	**E**	
'Can-do' approach to help resolve problems	**E**	
Flexible approach towards carrying out a range of tasks	**E**	

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		**D**
Driving Licence with C&E capabilities (Trailer towing)		**D**
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		
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Guidance:
A factsheet on writing a person specification is available on Connect within the recruitment policy/procedure.