Newcastle-under-Lyme Borough Council

PERSON SPECIFICATION

Job Title: Seasonal Streetscene Operative – Grounds Maintenance **Grade:** 5

Post Ref: **Date:** January 2024

FACTOR	ESSENTIAL	HOW ASSESSED	DESIRABLE	HOW ASSESSED
(1) Relevant Experience	Previous experience of using light plant in connection with Grounds maintenance operations. Experience of undertaking health and safety risk assessments and safe systems of work.	Application Form/ Interview/References	Previous experience of general labouring and undertaking horticultural work such as weed killing, fertilising, pruning etc). Previous experience in the collection of waste (including trade waste, household waste and waste from public opens spaces).	Application Form/ Interview/References Application Form/ Interview/References
(2) Formal Academic Qualifications	GCSE Level 4 minimum in 3 subjects including Maths and English.	Application Form/ Interview/Certificate	Relevant qualification in arboriculture/ horticulture, such as NVQ Level 2 in Horticulture, City & Guilds Level 1 Certificate in Land-based studies or equivalent. Relevant qualification in Street Cleansing, such as City & Guilds 6033 – Street Cleansing Operative's Qualification or equivalent.	Application Form/ Interview/Certificates Application Form/ Interview/Certificates

FACTOR	ESSENTIAL	HOW ASSESSED	DESIRABLE	HOW ASSESSED
(3) Vocational Qualifications and Training	Car Driving Licence	Application Form/ Interview/Production of licence	Relevant on the job training in Horticultural/Arboriculture. Driving Licence (Category C1E)	Application Form/ Interview
(4) Specialist Knowledge				
(5) Special Working Conditions	Physically capable of performing various manual operations associated with Grounds Maintenance Street Cleansing and Refuse Collection work. To work in accordance with existing terms and conditions. Ability to work in very disagreeable conditions. Postholder may be required to undertake additional hours on Saturdays, Sundays and Bank Holidays in order to ensure service provision is maintained. All employees are required to comply with the Authority's No Smoking Policy.	Application Form/Interview/Medical Clearance Interview Interview Interview		
OTHER	Able to demonstrate an understanding of and ability to carry out work and follow operating instructions. Able to follow health and safety instructions including adhering to the safe systems of work applicable to the	Application Form/ Interview Application Form/ Interview		

FACTOR	ESSENTIAL	HOW ASSESSED	DESIRABLE	HOW ASSESSED
	post.			

(6) Core Competencies	**DEFINITION**	**HOW ASSESSED**	**LEVEL OF COMPETENCY**
Planning and Organising	2. Accepts constructive feedback and makes adjustments accordingly.	Interview	1
	3. Shows an awareness of how their actions affect others.	Interview	1
	5. Adapts and works effectively in different situations in order to carry out a variety of tasks, whilst remaining calm and level headed under pressure.	Interview	1
Continuous Improvement	7. Awareness of own shortfalls and takes charge of personal development to keep skills up-to-date whilst developing knowledge within a particular area through learning.	Interview	1
Job Knowledge	10. Is well informed and educated in performing to the level expected for the job.	Application Form/Interview	1
Communication	12. Communicates information clearly, accurately, positively and in a timely manner.	Interview	1
	13. Listens attentively and responds thoughtfully to the needs, ideas and opinions expressed by others.	Interview	1
	15. Changes communication style and approach to meet the preference of those with whom they are dealing with or of people from diverse backgrounds.	Interview	1
Customer Service and Support	17. Provides excellent service to external/internal customers by focusing on understanding and meeting customer needs.	Interview	1
	19. Treats diverse range of customers with respect and understanding.	Interview	1
	20. Responds to requests in a timely and courteous manner and always strives to represent a positive image of the	Interview	1

(6) Core Competencies	**DEFINITION**	**HOW ASSESSED**	**LEVEL OF COMPETENCY**
	Authority.		
Treating People Fairly	53. Has the ability to demonstrate through behaviour and language, commitment to the council's Equal Opportunities Policy, both within the workplace and in service provision.	Interview	1