

**Newcastle-under-Lyme Borough Council**

**PERSON SPECIFICATION**

**Job Title:** Streetscene Operative (General)  
 - Environmental Cleanliness  
 - Parks, Horticulture and Grounds Maintenance

**Grade:** 5

**Post Ref:** .

**Date:** January 25

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

FACTOR	ESSENTIAL	HOW ASSESSED	DESIRABLE	HOW ASSESSED
			Qualification or equivalent.	
<b>(3) Vocational Qualifications and Training</b>	Car Driving Licence	Application Form/ Interview/Production of licence	Relevant on the job training in Horticultural/Arboriculture OR environmental cleanliness  HGV2 Driving Licence (C1)	Application Form/ Interview
<b>(4) Specialist Knowledge</b>				
<b>(5) Special Working Conditions</b>	<p>Physically capable of performing various manual operations associated with Grounds Maintenance Street Cleansing and Refuse Collection work.</p> <p>To work in accordance with existing terms and conditions.</p> <p>Ability to work in very disagreeable conditions.</p> <p>Postholder may be required to undertake additional hours on Saturdays, Sundays and Bank Holidays in order to ensure service provision is maintained.</p> <p>All employees are required to comply with the Authority's No Smoking Policy.</p>	<p>Application Form/Interview/Medical Clearance</p> <p>Interview</p> <p>Interview</p> <p>Interview</p>		

FACTOR	ESSENTIAL	HOW ASSESSED	DESIRABLE	HOW ASSESSED
OTHER	<p>Able to demonstrate an understanding of and ability to carry out work and follow operating instructions.</p> <p>Able to follow health and safety instructions including adhering to the safe systems of work applicable to the post.</p>	<p>Application Form/ Interview</p> <p>Application Form/ Interview</p>		

<b>(6) Core Competencies</b>	<b>DEFINITION</b>	<b>HOW ASSESSED</b>	<b>LEVEL OF COMPETENCY</b>
<i>Planning and Organising</i>	<p>2. Accepts constructive feedback and makes adjustments accordingly.</p> <p>3. Shows an awareness of how their actions affect others.</p> <p>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.</p>	<p>Interview</p> <p>Interview</p> <p>Interview</p>	<p>1</p> <p>1</p> <p>1</p>
<i>Continuous Improvement</i>	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
<i>Job Knowledge</i>	10. Is well informed and educated in performing to the level expected for the job.	Application Form/Interview	1
<i>Communication</i>	<p>12. Communicates information clearly, accurately, positively and in a timely manner.</p> <p>13. Listens attentively and responds thoughtfully to the needs, ideas and opinions expressed by others.</p> <p>15. Changes communication style and approach to meet the preference of those with whom they are dealing with or of people from diverse backgrounds.</p>	<p>Interview</p> <p>Interview</p> <p>Interview</p>	<p>1</p> <p>1</p> <p>1</p>
<i>Customer Service and Support</i>	<p>17. Provides excellent service to external/internal customers by focusing on understanding and meeting customer needs.</p> <p>19. Treats diverse range of customers with respect and understanding.</p> <p>20. Responds to requests in a timely and courteous manner and always strives to represent a positive image of the</p>	<p>Interview</p> <p>Interview</p> <p>Interview</p>	<p>1</p> <p>1</p> <p>1</p>

<b>(6) Core Competencies</b>	<b>DEFINITION</b>	<b>HOW ASSESSED</b>	<b>LEVEL OF COMPETENCY</b>
	Authority.		
<i>Treating People Fairly</i>	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