Newcastle-under-Lyme Borough Council

PERSON SPECIFICATION

Job Title: Arborist – Streetscene Operative **Grade:** 6

Post Ref: **Date:** November 2026

FACTOR	ESSENTIAL	DESIRABLE	HOW ASSESSED
(1) Relevant Experience	Minimum of two years qualified experience* of arboriculture activities operating at height and climbing. (* Grade 5 offer without)	Five years' experience of working as a qualified fully experienced arboriculturist operating at height with experience of working on veteran trees including felling. Previous experience of general undertaking horticultural work such as weed killing, fertilising, pruning etc).	Application Form/ Interview/References Application Form/ Interview/References
(2) Formal Academic Qualifications	Good basic standard of education, including English GCSE Grade C or above or equivalent	BTEC or C&G Certificate in Forestry & Arboriculture Chapter 8: Guidance for traffic management Formal Horticultural qualification	Application Form/ Interview/Certificates Application Form/ Interview/Certificates
(3) Vocational Qualifications and Training*	• CS30 (Chainsaw maintenance + Cross cut timber), • CS31(Fell + process trees up to 380mm), • CS38(Access a tree using	• CS40 (Aerial pruning), • CS41(Rigging), • CS32 (Fell + process trees over 380mm), • MEWP,	Application Form/ Interview / Certificates Application Form/ Interview / Certificates

FACTOR	ESSENTIAL	DESIRABLE	HOW ASSESSED
	rope + harness + carry out aerial rescue) and CS39 (Use of a chainsaw from rope + harness). Driving Licence Category: C1 (*Grade 5 offer without all essential)	• CS47 Use of chainsaw from a MEWP • Chapter 8, • Chipper, • First Aid(+F) • Level 2 in Forestry + Arboriculture. Willingness to train and achieve Qualifications in Pesticide Application (PA1 & PA6) Driving Licence Category C1E (or willingness to train and achieve this level)	
(4) Specialist Knowledge	Heath and Safety at Work Act, risk assessment procedures and safe working practices Good knowledge of LOLER, PUWER & WAH regulations	QTRA Qualified	Application Form/ Interview Application Form/ Interview Application Form/ Interview Application Form/ Interview
(5) Special Working Conditions	Physically capable of performing various manual operations associated with Grounds Maintenance in Streetscene operations To work in accordance with existing terms and conditions. Ability to work in challenging conditions. Postholder may be required to undertake additional hours on Saturdays, Sundays and Bank Holidays in order to ensure service		Application Form/Interview/Medical Clearance Interview Interview Interview

FACTOR	ESSENTIAL	DESIRABLE	HOW ASSESSED
	provision is maintained. All employees are required to comply with the Authority's No Smoking Policy.		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 post.		Application Form/ Interview Application Form/ Interview

(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.		
Leadership/ Management	35. Is aware of risk and uses this knowledge when making decisions.	Interview	1
Change Management	44. Demonstrates a continuous positive attitude whilst embracing change initiatives.	Interview	1
Managing Performance	45. Effectively plans, monitors and controls their own performance. 46. Actively helps others to improve performance and provides constructive feedback.	Interview Interview	1 1
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	2