

## Person Specification Waste Operative (Collection Loader) Band 3

Criteria	Attributes	Method of assessment
<b>Knowledge</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Ability to demonstrate a knowledge of the local area.</li> <li>• Able to demonstrate good general understanding of health, safety and welfare policies and procedures.</li> <li>• Ability to understand the meaning of diversity and respect for others.</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Good knowledge of the local area.</li> </ul>	Application/interview
<b>Experience</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Give examples of achievements in previous experience.</li> <li>• Able to give examples of the ability to work effectively as part of a team.</li> <li>• Good level of communication skills with both colleagues and members of the public.</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Give examples of similar work in public or private sector.</li> </ul>	Application/interview
<b>Skills and abilities</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Demonstrate a positive desire and motivation to achieve results.</li> <li>• Demonstrate understanding of providing good customer service including being courteous.</li> <li>• Able to describe skills needed in order to deal with the public.</li> <li>• Demonstrate ability to achieve a good work life balance.</li> </ul>	Application/interview

	<ul style="list-style-type: none"> <li>Shows commitment to a learning culture and prepared to be flexible and adaptable.</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>Demonstrate competence in dealing with members of the public.</li> </ul>	
<b>Qualifications</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>Be prepared to attend training as and when required.</li> <li>Willingness to learn and improve.</li> </ul>	Application/interview
<b>Other</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>Ability to undertake all physical tasks associated with the work, such as, driving, walking, handling/manoeuvring containers, some lifting (within the constraints of Manual Handling Operatives Regulations 1992).</li> <li>Ability to work outside in all weathers if necessary.</li> <li>Driving licence.</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>Presentable appearance within the constraints of the working being performed.</li> <li>Driving Licence (category C1 and B+E).</li> <li>Hold a valid driver qualification card.</li> </ul>	Application/interview/ documentary evidence

**Date: March 2021**