

Person specification

Head of Service Waste and Street Scene

Level 2

Criteria	Attributes	Method of assessment
Knowledge	Essential • Highly developed political awareness • Knowledge and understanding of the challenges facing local government and the wider public sector • Extensive knowledge of local government governance context and issues • Possess a clear understanding of the relevance of strong governance, financial and performance regimes	Interview, application and documentary evidence
Experience	Essential • Demonstrable experience of working in a senior leadership role within local government or public sector • Building effective and appropriate relationships with elected councillors; supporting them in relation to own service area(s) and in line with council's priorities. • Leading and managing employees within multi-functional service areas • Experience of successful collaborative working with external	Application and interview

	organisations across the public, private and/or community sectors • Experience of undertaking effective service development and change which delivers the most cost effective and efficient services for the council • Lead and inspire others to contribute towards achieving organisational success through team building and collaborative working. • Evidence of recent achievement and success in a senior management role	
Skills and abilities	Essential • Strategic thinker with the ability to envision and translate vision into clear service direction • Strong role model who demonstrates behaviours that encourage a positive culture, responsive to change, performance driven and customer focused. • Strong leadership skills • Ability to process complex information • Influencing, persuading and negotiating skills • Confident and effective presentation skills • Self-awareness • Personal resilience • Ability to work under pressure • Fairness and consistency	Application, interview and test

	• Ability to challenge self and colleagues constructively and sensitively • Partnership and consensus building abilities	
Qualifications	Essential • Technically Competent Manager (TCM) – Hazardous Waste Transfer • Appropriate professional qualification along with full membership of related professional institute/organisation • Relevant leadership/management qualification, or equivalent • Proven and well-established post qualification experience.	Documentary evidence
Other	Essential • The job will involve some evening and weekend working.	

August 2026