

**Person specification
Landscape Operative
Band 4**

Criteria	Attributes	Method of assessment
Knowledge	<p>Essential</p> <ul style="list-style-type: none"> • Give examples of achievements in previous employment including grounds maintenance and landscaping work. • Demonstrate knowledge of various horticultural and grounds maintenance operations. • Able to demonstrate a good general understanding of health, safety and welfare policies and procedures. • Ability to understand the concept of diversity and respect for others and be committed to these issues. <p>Desirable</p> <ul style="list-style-type: none"> • Possess a good geographical knowledge of the local area. • Knowledge of Trees, Shrubs, Herbaceous Plants and Bedding plants. • Good knowledge of a range of various Horticultural techniques. • Preparation and digging of graves and the burial process (using both manual and mechanical means). 	Interview, application and documentary evidence
Experience	<p>Essential</p> <ul style="list-style-type: none"> • Give examples of achievements in previous employment, particularly in grounds maintenance or a landscaping environment. 	Application and interview

	<p>Desirable</p> <ul style="list-style-type: none"> • Give examples of similar work in public or private sector. 	
Skills and abilities	<p>Essential</p> <ul style="list-style-type: none"> • Ability to work on own initiative and within a team. • Confidence to work in the public domain and in live traffic situations. • Possess good communication skills with both colleagues and members of the public. • Demonstrate a desire to deliver high quality and value for money customer services. • Demonstrate competence of positive interaction with members of the public and customers. • Able to give examples of the ability to work effectively as part of a team. • Show a strong commitment to a learning and self-development and prepared to be flexible and adaptable. • Able to follow detailed written instructions and read maps including use of electronic devices (PDA). • To possess basic computer literacy, knowledge of Microsoft Outlook, Word and Excel. <p>Desirable</p> <ul style="list-style-type: none"> • Demonstrate ability to achieve a good work life balance. 	Application, interview and test
Qualifications (if essential)	<p>Essential</p> <ul style="list-style-type: none"> • Proven competency in the operation of ride on cylinder and rotary mowers. 	Documentary evidence

	<ul style="list-style-type: none"> • Proven competency in the operation and use of hand-held power tools and equipment including strimmers, hedge trimmers and blowers. • Driving licence (category C1 and BE). Trailer towing and 7.5t. • Manual Handling certificate. <p>Desirable</p> <ul style="list-style-type: none"> • 0065-704 City and Guilds Level 2 Diploma in Work-based Horticulture (Parks, Gardens and Green Space) or equivalent qualification. • Current 0216 - NPTC Level 2 award in Safe Use of Pesticides (formerly PA1/PA6A). • Working at height MWEF qualified /experienced (hanging baskets). • QCF Level 2 award in Chainsaw Maintenance and Crosscutting (formerly CS30). • 180/360-degree excavator operational experience. • Tractor driving experience with/without flail. • Abrasive Wheels. • Driver CPC Card. • First Aid at Work Certificate. 	
<p>Other</p>	<p>Essential</p> <ul style="list-style-type: none"> • Be physically fit and able to undertake all tasks associated with the work, for example, driving, walking, handling /manoeuvring containers, some lifting (within the constraints of Manual Handling Operatives Regulations 1992). • Ability to work outside in all weathers if necessary. • Be of presentable appearance within the constraints of the work being performed. • Be prepared to work out of normal working hours 	

	Desirable <ul style="list-style-type: none">• Aptitude and ability to safely operate machinery.• Flexible approach and willingness to work overtime if operationally required.	
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Date: February 2026