

SOUTH DERBYSHIRE DISTRICT COUNCIL - PERSON SPECIFICATION

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| Service: Operational Services | Job Title: Refuse Driver Chargehand |
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Qualifications, Professional Membership, Technical Skills

| ESSENTIAL | DESIRABLE | HOW ASSESSED |
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| Category C driving licence. Drivers Qualification Card. | NVQ level 2 in a manual based occupation. | Application Form Copy of qualifications |

| Competency | Level | Essential | Desirable | How Assessed |
|--|--------------|--|--|-------------------------------|
| Achieving Results | 1 | Experience of completing manual repetitive tasks within set timescales. | | Application Form Interview |
| Communication | 1 | Ability to communicate clearly. | Experience of supervising a small team. | Application Form Interview |
| Customer Focus | 1 | Ability to respond to customer queries. | | Interview |
| Making Change Work | 1 | Accepts and responds well to new ideas and methods of working | | Interview |
| Managing Resources, Projects & Processes | 1 | Takes responsibility for completing allocated tasks safely and efficiently | Completed basic manual handling training. | Application Form Interview |
| Personal Impact | 1 | Is aware of how their actions can affect others | Basic knowledge of health & safety requirements when working near/on highways. | Application Form Interview |
| Working Relationships | 1 | Experience of working well within a team and supporting colleagues | | Application Form Interview |
| Equal Opportunities and Fairness | | Ability to demonstrate a commitment to the principles of equal opportunities and fairness in service delivery and/or employment. | | |

Date Issued: January 2026

Issued by: Interim Operations Manager