

SOUTH DERBYSHIRE DISTRICT COUNCIL - PERSON SPECIFICATION

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

ESSENTIAL	DESIRABLE	HOW ASSESSED
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