

SOUTH DERBYSHIRE DISTRICT COUNCIL - PERSON SPECIFICATION

Directorate Environmental Services	Service: Street Scene Services	Job Title: Grounds Maintenance Operative
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Qualifications, Professional Membership, Technical Skills

ESSENTIAL	DESIRABLE	HOW ASSESSED
	Arboriculture climbing & aerial rescue qualifications i.e. NPTC, City & Guilds	Application Form Copy of qualification(s)
Driving Licence Cat B & E (Please confirm category on application form)		Application Form Copy of qualification(s)
Understanding of Health & Safety at Work		Application Form Copy of qualification(s)
	Horticultural Qualifications i.e. NPTC, NVQ, City & Guilds	Application Form Copy of qualification(s)
	PA1, PA6A and P**** certification	Application Form Copy of qualification(s)
	Ability to maintain and inspect play equipment certification i.e. ROSPA	Application Form Copy of qualification(s)

Competency	Level	Essential	Desirable	How Assessed
Achieving Results	1	Ability to concentrate for long periods during repetitive work to comply with work programmes. Flexibility and adaptability.		Application Form Interview
Communication	1	Ability to effectively communicate clearly.	Ability to work with and lead when working as part of a team.	Application Form Interview
Creative Thinking	1	Open to new ideas and new ways of working.		Application Form Interview

Competency	Level	Essential	Desirable	How Assessed
Customer Focus	1	Ability to responds to customer queries.		Application form Interview
Decision Making and Problem Solving	1	Ability to react and resolve issues working on site.		Presentation
Making Change Work	1	Accepts and responds well to new ideas and methods of work..		Application Form Interview
Managing Resources, Projects & Processes	1	Take personal responsibility for tools, equipment, vehicles and completing allocated tasks.		Application Form Interview
Organisational Awareness & Commitment	2	N/A	N/A	N/A
Personal Impact	1	Ability to adapt style or content to meet the need of the situation or person involved.		Application Form Interview
Working Relationships	1	Effectively builds trust and rapport Experience of working well in 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:

Issued by: