

SOUTH DERBYSHIRE DISTRICT COUNCIL - PERSON SPECIFICATION JOINER

Qualifications, Professional Membership, Technical Skills

ESSENTIAL		DESIRABLE	HOW ASSESSED	
<p>City in Guilds or NVQ Level 2 Carpentry and joinery Diploma.</p> <p>Having a working knowledge of current Health and Safety Legislations and best practices.</p> <p>Hold a full UK driving licence.</p> <p>Proven experience to undertake general carpentry, lock changes, kitchen fitting etc.</p> <p>Multi-skilled to be able to provide a right first-time approach.</p>		Experience in the social housing sector	Copy of qualification(s)	
Competency	Level	Essential	Desirable	How Assessed
Achieving Results	3	<p>Able to work under own initiative and deliver a high standard of workmanship.</p> <p>Ability to contribute towards service development.</p> <p>Able to work at pace with a can-do attitude and good problem solving abilities.</p> <p>The ability to follow jobs through to a satisfactory conclusion, working with a 'right first-time approach'</p>	Experience of National Housing Federation Scheule of Rates	Application Form Interview

Communication	3	<p>Ability to communicate to an appropriate level of detail and provision for their audience.</p> <p>Ability to use a smart phone / tablet</p>		Application Form Interview
Creative Thinking	3	<p>Ability to put forward innovative new ideas and approaches and encourages others to do so.</p> <p>Ability to recognise the potential of existing situations and to turn them into viable opportunities.</p> <p>Ability to offer suggestions to work more efficiently and promote ideas for cost savings.</p>	Proactively able to suggest ways to improve our performance	Application form Interview
Customer Focus	4	<p>Experience of building and developing relationships with both internal and external customers.</p> <p>Experience of driving standards for excellent customer service.</p> <p>Taking ownership and the ability to problem solve in a timely manner</p>	Proactively able to suggest ways to improve our customer services	Application form Interview
Decision Making and Problem Solving	4	<p>Experience of identifying and initiating improvement to services for the benefit of customers.</p> <p>A proven ability to breakdown tasks logically to determine priorities.</p> <p>To be able to recognise the impact of decisions and to be able to demonstrate</p>		Application Form Interview

		where initiative has been utilised to achieve our goals and targets.		
Making Change Work	3	Ability to embrace change positively as part of goal to continuously improve.		Application Form Interview
Managing Resources, Projects & Processes	2	Ability to deliver working best practices and service processes. A proven history of dealing with problems as they arise in an efficient and constructive manner		Interview
Organisational Awareness & Commitment	2	Ability to embrace our core values and put them at the heart of what we do. A proven ability to work as part of a team and support colleagues to deliver.		Interview
Personal Impact	3	Ability to adapt style or content to meet the need of the situation or person involved. Effectively builds trust and rapport		Application Form Interview
Working Relationships	2	Builds a solid foundation of mutual understanding and trust. Resolves conflict and does not avoid difficult issues.		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.		

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