# **PERSON SPECIFICATION: HORTICULTURE OPERATIVE POST REFERENCE: 104117**

# **Hartlepool Borough Council is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. This post is subject to safer recruitment measures, including a Disclosure and Barring Service (DBS) check.**

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| REQUIREMENTS | ESSENTIAL CRITERIAPlease indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R)  | DESIRABLE CRITERIAPlease indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) |
| * **Educational/vocational/ occupational qualifications and/or training**
* **Specific qualifications (or equivalents)**
 | 1. Full Driving Licence (Essential only for those wishing to be considered for roles including work elements such as ride-on-mower and van driving (F)
 | 1. English and Maths qualifications or equivalent (F).
2. Training or similar NPTC Certificate of Competence in the use of brushcutter/ strimmer (F) (C).
3. NPTC Certificate of Competence in the use of Pesticides PA1 and PA6a (F) (C).
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| * **Work or other relevant experience**
 | 1. Previous experience of working with horticulture, grounds maintenance / street cleansing teams and operating pedestrian mowers and other horticultural tools (F) (I).
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| **ESSENTIAL/DESIRABLE CRITERIA WILL BE VERIFIED BY: F = FORM I = INTERVIEW T = TEST(S) R = REFERENCE(S)** |

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| * **Skills, abilities, knowledge and competencies**
 | 1. Good time keeping - prompt arrival each day (I) (R).
2. Willing and physically able to carry out strenuous outdoor work in all weathers (I).
3. Ability to listen, comprehend and obey work instructions; and carry them out safely and to a high standard as required (I) (R).
4. Ability to keep work areas tidy, clean and safe; and awareness of Health & Safety requirements (I).
5. Flexible and willing to undertake a variety of horticultural/street cleansing maintenance duties working successfully in a team (I) (R).
6. Tidy and clean personal appearance (I).
7. Polite, courteous and helpful in responding to questions from the general public/ visitors (I) (R).
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| * + **General competencies**
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Please note all appointments within Hartlepool Borough Council are subject to a declaration of medical fitness by the Council’s Occupational Health Service (having made reasonable adjustments in line with the Equality Act (2010) where necessary.