2021 VAC 142 **Person Specification**

**Job title:** **Deputy Arbor & Fixed Play Officer**

**Note to applicant - You should pay particular attention to the essential criteria below and provide evidence of how you consider you meet them as part of your application. Failure to do so may mean that you will not be shortlisted.**

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| **Essential Criteria** | | **Method of Assessment** |
| **Qualifications /**  **Professional Registration/**  **Membership** | An appropriate horticultural / arboricultural qualification. | Interview |
| Ability to drive 3.5 ton vehicles with a business desire for the right candidate to be licenced and able to drive vehicles up to 7.5 tons. | Application and documentation |
| Applicant must be willing to undertake any necessary training and development activities to achieve qualifications to fulfil the job role. | Interview |
| **Experience** | Experience in all aspects of arboriculture / horticulture | Interview |
| Experience of managing and supervising staff. | Application form and Interview |
| A strong understanding of Health and Safety, and the commitment to undertake the necessary training concerning Health and Safety Policy and Practice as it applies to arboricultural operations and related work. | Application form and Interview |
| Ability to co-operate and adhere to Health and Safety Policy, practices and instructions. | Application form and Interview |
|  | Ability to ensure arboricultural staff are undertaking work in a safe and efficient manner. | Application form and Interview |
|  | The postholder should have a proven record of managerial or supervisory responsibility and be comfortable and suitably confidant making decisions concerning staffing requirements, dealing with complaints, and creating programs of work. | Application form and Interview |
| **Skills, Knowledge, Ability (including ability**  **to develop knowledge,**  **skill or experience)** | Essential to be Arboriculturally / Horticulturally aware. | Application form and Interview |
| Knowledge of basic vehicle and machinery maintenance. | Application form and Interview |
| Knowledge of generic and/or on-site risk assessments. | Application form and Interview |
| Ability to demonstrate a strong management focus and detail experience. | Application form and Interview |
|  | Ability to control and co-ordinate tasks. | Application form and Interview |
|  | Ability to work without supervision. | Application form and Interview |
|  | Ability to manage own workload and that of others. | Application form and Interview |
|  | Ability to use own initiative and prioritise the work of the team without direction. | Application form and Interview |
|  | Ability to work as part of a team. | Application form and Interview |
|  | Strong self-motivation. | Application form and Interview |
|  | Ability to communicate effectively with members of the public and other members of staff. | Application form and Interview |
| **Work Related Circumstances/**  **Values of the Council** | Where required, the postholder will be able to work flexibly for 37 hours per week over a 7-day period. The candidate may also be expected to form part of a duty/standby rota as well and be able to work overtime where necessary. | Application form and Interview |
| Commitment to Equal Opportunities | Application form and Interview |
| Compliance with health and safety rules, regulations, and legislation | Application form and Interview |
| Ability to meet the travel requirements of the role | Application form and Interview |