# **PERSON SPECIFICATION: WASTE MANAGEMENT REFUSE DRIVER/ OPERATIVE POST REF: 106097**

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| **REQUIREMENTS** | **ESSENTIAL CRITERIA**Please indicate in brackets after each criteria how this will be verified, ie (F), (I), (T), (R) | **DESIRABLE CRITERIA**Please indicate in brackets after each criteria how this will be verified, ie (F), (I), (T), (R) |
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| * **Educational/vocational/ occupational qualifications and/or training**
* **Specific qualifications (or equivalents)**
 | Full Driving Licence LGV Class 2 (Able to drive Cat C vehicles) (F,I)General Level of Education (F)Valid Certificate of Professional Competency (CPC) (F,I) | Clean Driving Licence (F,I)Customer Care (F, I)Equality Awareness (F, I)Manual Handling (F, I)Health and Safety Awareness (F,I)Skip Loader Certificate (F,I) |
| * **Work or other relevant experience**
 |  | Able to provide evidence of experience operating Refuse Freighter equipment for a sustained period  (F,I,R)  |
| **ESSENTIAL/DESIRABLE CRITERIA WILL BE VERIFIED BY:- F = FORM I = INTERVIEW T = TEST(S) R = REFERENCE(S)** |

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| **REQUIREMENTS** | **ESSENTIAL**Please indicate in brackets after each criteria how this will be verified, ie (F), (I), (T), (R) | **DESIRABLE**Please indicate in brackets after each criteria how this will be verified, ie (F), (I), (T), (R) |
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| * **Skills, abilities, knowledge and competencies**
 | Ability to effectively lead and direct crew operatives including the allocation of duties and the provision of guidance (F, I)Ability to resolve issues independently and within the remit of the role (F, I)Demonstrate an awareness of Health & Safety (F,I)Able to carry out manual duties involved (F I) | Working knowledge of Refuse Collection equipment (F,I)Knowledge of the Hartlepool Area (F, I)Able to demonstrate awareness of the waste and recycling industry (F, I) |
| * **General competencies**
 | Demonstrate an ability to maintain calm and respond politely and correctly to issues brought to your attention by members of the public and other service users. (F,I)Demonstrate a flexible approach to working as part of a team and an understanding of good teamwork. (F,I,R) Reliable and good time keeper (F,I)  |  |
| **ESSENTIAL/DESIRABLE CRITERIA WILL BE VERIFIED BY:- F = FORM I = INTERVIEW T = TEST(S) R = REFERENCE(S)** |

**On-going Training Requirements**

The post holder will be required to undertake the following mandatory/essential training at the frequency indicated.

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| **Mandatory/Essential Training** | **Frequency** |
| Induction TrainingLift Hoist Training Level 1 CertificateReversing Assistant TrainingHealth and Safety Awareness Training |  |

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.