



Part A

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

- Sound knowledge of prescribed standards of roadworthiness commercial vehicles and/or Horticulture and Plant equipment
- Must have served a recognised apprenticeship in Motor Vehicle Engineering.
- Qualified to CG 371 or 373/NVQ3 Craft Certificate or equivalent
- Can demonstrate sound knowledge of motor vehicle examination techniques and able to work without direct supervision to a high standard
- Have broad-based experience in the repair and maintenance of vehicles and/or plant
- Have valid current Category B driving licence
- Commitment to providing quality service levels.

Desirable

- Have working knowledge of vehicle ancillary equipment including municipal equipment
- Have valid current Category C (LGV) driving licence.
- Welding certification

Part B

The following criteria will be further explored at the interview stage:

- Knowledge of workshop health and safety standards
- Knowledge of workshop environmental issues
- Self confident and motivated
- Good team member
- Customer focused approach
- Willing to attend training courses (possibly outside normal working hours)
- Good welding skills

Additional Requirements

Occupational health clearance

Person Specification

Guidance Notes

- Part A of the person specification should list the essential criteria, and any desirable criteria if appropriate, which are needed to carry out the job. The criteria should include any qualifications, experience or skills that are essential to do the job, as well as criteria which would be beneficial (desirable) but would not stop a person from being short-listed, (desirable criteria can usually be acquired once the person has commenced work with us).
- Part A of the person specification should focus on criteria which will be assessed at the application stage. For example, it is easier to assess if an applicant has a relevant qualification rather than their verbal communication skills which would be assessed within the interview stage.
- Part B of the person specification should focus on those criteria which will be further assessed at the interview stage.
- Criteria should be described in terms of what you want the person to demonstrate and how this may be evidenced. This ensures we do not put unnecessary barriers in the way of applicants from diverse backgrounds and age ranges, who may not have come from a traditional public sector background.
- Criteria must not be discriminatory and managers need to be careful not to put too much emphasis on formal qualifications or lengths of experience which they can't justify, as other evidence of ability may be just as relevant. If you can't justify the inclusion of a criteria don't use it as a selection criteria.
 - Be particularly careful when applying general qualifications as this will be difficult to justify e.g. 5 GCSE's, degree level.
 - Describe experience in terms of quality, level and type rather than the length. For example, asking for 5 years experience could be age discriminatory if you can't justify why it is essential.
 - Do not use age as a condition or indicator of experience or maturity.
 - Avoid unjustifiable physical requirements which could exclude people with a disability.
- If there are any additional work related criteria related to the job these should also be included at Part B Additional Requirements, for example, no adverse criminal record, able to work weekends or evenings etc.