**PERSON SPECIFICATION: REFUSE OPERATIVE (CASUAL) POST REFERENCE: 105649**

**HARTLEPOOL BOROUGH COUNCIL IS COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS. IF THIS POST IS SUBJECT TO SAFER RECRUITMENT MEASURES THEN A DISCLOSURE AND BARRING SERVICE (DBS) CHECK WILL BE REQUIRED.**

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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)** | General Level of Education (F)  Health and Safety Awareness (F, I) | Clean Driving Licence (F, I)  Customer Care (F, I)  Equality Awareness (F, I)  Manual Handling (F, I) |
| * **Work or other relevant experience** | Able to carry out manual duties involved (F, I) | 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** | Knowledge of the Hartlepool Area (I)  Able to demonstrate awareness of Environmental Issues ( I ) | Demonstrate an awareness of Health and Safety issues (I)  Working knowledge of Refuse Collection Equipment (F I) |
| * **General competencies** | Demonstrate a good understanding of customer complaints and a pro-active approach to resolving such problems (I)  Demonstrate a flexible approach, working as part of a team and an understanding of teamwork. (R 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 Training  Lift Hoist Training Level 1 Certificate  Reversing Assistant Training  Health 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.