**Person Specification**

**Job title: Apprentice Paviour**

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.

Each listed requirement will state how it will be assessed e.g. application form, interview, work-based test and certificate.

| **Essential Criteria** | | **Method of Assessment** |
| --- | --- | --- |
| **Qualifications /**  **Professional Registration/**  **Membership** | Have or expect to achieve 3 GCSE’s Grade 4/C, must include Maths and English. | Application Form/Interview |
| Ability to study for a Level 2 qualification in Maths and /or English alongside the apprenticeship if required. | Application Form/Interview |
| Commitment to attend College to attain Level 2 Highways Maintenance Skilled Operative apprenticeship qualification. | Application Form/Interview |
| **Skills, Knowledge, Ability (including ability**  **to develop knowledge,**  **skill or experience)** | Awareness of Health and Safety issues, risks, etc., in a highway maintenance environment. | Application Form/Interview |
| Previous work or project/training experience. | Application Form/Interview |
| Interpersonal skills, be willing to work as part of a team. | Application Form/Interview |
| Communication skills, be willing to give feedback throughout the programme. | Application Form/Interview |
| Flexibility/ability to adapt. | Application Form/Interview |
| Self-motivated/ ability to work on own initiative | Application Form/Interview |
| **Work Related Circumstances/**  **Values of the Council** | Commitment to Equal Opportunities. | Application Form/Interview |
| Compliance with health and safety rules, regulations, and legislation. | Application Form/Interview |
| Ability to comply with the Councils values of:   * We innovate. * We enable. * We respect. | Application Form/Interview |

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