**PERSON SPECIFICATION: REFUSE OPERATIVE (WASTE) POST REFERENCE: 103780**

**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.**

|  |  |  |
| --- | --- | --- |
| **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) |
|  |  |  |
| * **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)** |

**- 2 -**

|  |  |  |
| --- | --- | --- |
| **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) |
|  |  |  |
| * **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.

|  |  |
| --- | --- |
| **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.