

Person Specification



South
Cambridgeshire
District Council

Post: Refuse Driver

Prepared on:

Values:

Our values framework (attached) sets out the behaviours that are important and that we expect everyone to demonstrate at work, regardless of grade and position.

The framework will set out our expectations about:

- how we do things
- how we treat others
- what we say and how we say it
- how we expect to be treated

We value:

- Connecting people, places, partnerships and working together
- Integrity and honesty to ensure that we are open and accountable
- Dynamic approach to the delivery of services with drive and energy
- Innovative people who like doing things differently and better

| Criteria | Attributes | Essential (E) Or Desirable (D) | Method Of Measurement: A – Application Form I - Interview T - Test |
|--|--|--------------------------------|---|
| Personal Qualities/ Aptitudes/ Behaviours | Ability to work unsupervised | E | Application Form & Interview |
| | Flexible approach to working requirements | E | Application Form & Interview |
| | Ability to operate within set targets/ or to deadlines | E | Interview |
| | Ability to relate to service users | E | Application Form & Interview |
| | Ability to work with the public | E | Application Form & Interview |
| | Ability to lead and work a small team | E | Application Form & Interview |
| Education/ Qualifications | Basic writing and reading skills | E | Application Form & Interview |
| | Educated to GCSE levels or equivalent | D | Application Form & Interview |

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| Experience/ Knowledge | Experience of public or private sector waste management services. | D | Application Form & Interview |
| | Experience dealing with customers and general public. | E | Application Form & Interview |
| Skills And Abilities | Able to work to work schedules | E | Application Form & Interview |
| | Have the ability to record information relating to the service delivery e.g. no waste presented for collection, provision of weigh bridge information at incinerator/waste disposal site | E | Application Form & Interview |
| | Good verbal communication skills | E | Application Form & Interview |
| Miscellaneous /Other Working Requirements | Have a good general level of fitness | E | Application Form & Interview |
| | Ability to work Saturdays (especially following Bank Holidays) | E | Application Form & Interview |
| | Full and clean driving licence (Class 2) | E | Application Form & Interview |
| | Driver CPC certificate | E | Application Form & Interview |
| | Health & Safety training for manual handling | D | Interview |