

# 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
<b>Personal Qualities/ Aptitudes/ Behaviours</b>	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
<b>Education/ Qualifications</b>	Basic writing and reading skills	E	Application Form & Interview
	Educated to GCSE levels or equivalent	D	Application Form & Interview

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<b>Experience/ Knowledge</b>	Experience of public or private sector waste management services.	D	Application Form & Interview
	Experience dealing with customers and general public.	E	Application Form & Interview
<b>Skills And Abilities</b>	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
<b>Miscellaneous /Other Working Requirements</b>	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