



Person Specification			
Post title	Recycling Manager	Grade	L

To be successful in this role you will need to demonstrate how you meet the criteria below at application & interview stage.

Shortlisting Number	Criteria	Method of assessment
Skills, knowledge, experience		
S1	Knowledge of current policy/legislation relating to sustainable waste management including The EU Waste Framework Directive, The Waste (England and Wales) (Amendment) Regulations 2012 and the Environmental Protection Act 1990.	CV/SS, I
S2	Practical experience of planning, resourcing and managing the operational delivery of waste and recycling services.	CV/SS, I
S3	Ability to plan and prioritise workloads in order to meet Service Plan objectives/targets relating to the operational management function.	CV/SS, I
S4	Able to analyse, review and resolve operational management problems/challenges.	CV/SS, I
S5	Ability to collate and utilise relevant operational data to challenge performance, productivity and to inform service improvement activities.	CV/SS, I
S6	Ability to review, design and implement (through analysis of relevant operational data) an efficient and effective set of waste collection round schedules.	CV/SS, I
S7	Ability to demonstrate change management skills and implement actions to deliver real outcomes.	CV/SS, I
S8	Ability to maximise the use of technology in delivery of waste collection services so as to aid decision-making.	CV/SS, I
S9	Ability to provide effective leadership and be part of team	CV/SS, I
S10	Financial awareness in respect of budgetary control and monitoring	CV/SS, I
S11	Good knowledge of Microsoft Word, Outlook, Excel and Power Point. Together with ability to use other IT systems e.g. Route Optimisation Software Vehicle Tracker Software and Confirm to aid decision-making, operational and performance management.	CV/SS, I

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Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
P2	Ability to work outside normal office hours including weekends and bank holidays.	I
P3	Ability and willingness to travel both inside and outside the Borough as required.	I
Communication		
C1	Ability to persuade/negotiate so as to positively influence others to achieve results.	CV/SS, I
C2	Ability to build effective relationships and to work collaboratively across the organisation and with key partners/stakeholders to deliver sustainable waste management solutions.	CV/SS, I
C3	Able to demonstrate effective communication skills - oral, written and presentation.	CV/SS, I
Qualifications		
Q1	A degree (or equivalent qualification) in waste management or a related environmental science and/or practical experience of working at an operational management/supervisory level within the Waste Management Industry for a period of 3 years.	CV/SS, C
Q2	Completion of a structured management development programme and commitment to improving personal skills.	CV/SS, C
Q3	Clean HGV Class C (old style HGV Class II) driving licence is desirable.	CV/SS, C

CV/SS = Curriculum Vitae/Supporting Statement **A** = Application Form **C** = Certificate **E** = Exercise **I** = Interview
P = Presentation **AC** = Assessment Centre **T** = Test

Where the post involves working with children, in addition to a candidate’s ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- **Motivation to work with children and young people.**
- **Ability to form and maintain appropriate relationships and personal boundaries with children and young people.**
- **Emotional resilience in working with challenging behaviours.**
- **Attitudes to use of authority and maintaining discipline**

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Knowsley Council

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

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