



Person Specification			
Post title	Environmental Maintenance Worker Level 2	Grade	F

* * * This post is exempt from the provisions of the Rehabilitation of Offenders Act – applicants must disclose all criminal convictions including those which are ‘spent’, in addition to any cautions and bindover orders received in the last 12 months.

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	Must have at least two years experience working within the environmental land-based industry.	CV/SS, I
S2	Ability to use of handheld technology within the operational services to record and report work progress.	CV/SS, I
S3	Ability to work as part of a team or as an individual ensuring that all planned and routine tasks are completed to a high-quality standard with minimum supervision.	CV/SS, I
S4	Ability to undertake tasks to a high standard and ensure compliance with health and safety regulations, customer care standards to deliver a high quality, efficient service.	CV/SS, I
S5	Experience of and ability to install grave shoring and excavating graves for burial by both mechanical means and by hand.	CV/SS, I
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
P2	Hours of work will be based on a regular pattern, but there may be a requirement to work weekends or Bank Holidays to provide the service as required.	CV/SS, I
P3	Must be physically fit and able to work outdoors in all weather conditions.	CV/SS, I
P4	Ability and willingness to travel both inside and outside the council area as required.	CV/SS, I

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P5	Must have the ability to communicate effectively with the members of the public.	CV/SS, I
P6	Must be able to handle sensitive situations with members of the public (particularly for cemetery working)	CV/SS, I
P7	Ability to ensure suitable and sufficient risk assessments are carried out taking into account employees capabilities.	CV/SS, I
Communication		
C1	Good communication skills in person, with colleagues, members of the public and funeral directors	CV/SS, I
Qualifications		
Q1	Must hold a relevant NVQ level 2 or above qualification in environmental maintenance, horticulture or other land-based industry discipline.	CV/SS, C
Q2	Have completed or willing to complete training for the full range of operational plant and machinery including all ride on grass gutting and mechanical sweeping machines.	CV/SS, C
Q3	Hold relevant NPTC Chainsaw and Pesticide Spraying units of competence.	CV/SS, C
Q4	Must hold a Full UK Driving Licence Category B, BE or C1E post holder will be required to drive council vehicles and plant.	CV/SS, C
Q5	NPTC PA1 PA2 PA6 qualification for application of herbicide	CV/SS, C
Q6	All-Terrain Vehicle - Sit-Astride Certificate	CV/SS, C
Q7	Cemetery Operative Training Scheme (COTS) certificate	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.**

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- **Attitudes to use of authority and maintaining discipline**

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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