



Person Specification			
Post title	Recycling Team Leader	Grade	Pay Band F / SCP 12-17

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	Experience of driving HGV Class C (old style HGV Class II) in delivering waste collection duties.	CV/SS, I
S2	Ability to give direction and supervision to a waste collection crew in a positive, effective and courteous manner.	CV/SS, I
S3	Ability to follow written and verbal instructions.	CV/SS, I
S4	Ability to complete written records, Ability to use equipment as instructed and trained	CV/SS, I
S5	Able to respond to customers in a helpful, informative, respectful and courteous manner	CV/SS, I
S6	Ability to meet high production levels with consideration of health and safety requirements.	CV/SS, I
S7	Demonstrate a good attendance record over the past 3 years.	CV/SS, I
S8	Ability to ensure suitable and sufficient risk assessments are carried out taking into account employees' capabilities.	CV/SS, I
S9	Ability to inform management of any health and safety issues which could place individuals in danger	CV/SS, I
S10	To ensure that all work is undertaken in a safe and proper manner so as to comply with nationally agreed codes of practice relating to the job and KMBC Waste Management Group Codes of Practice and Safe Working Procedures.	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	36 hours per week (Monday – Friday working week - 6.30am start time).	I

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P3	Willingness to work evenings, weekends and bank holidays at overtime rate when necessary.	I
Communication		
C1	A demonstrable willingness to share information and work with other people, including the ability to listen, communicate with and understand others, taking account of other people's points of view.	CV/SS, I
Qualifications		
Q1	Clean HGV Class C (old style HGV Class II) driving licence	CV/SS, C
Q2	Pass driver assessment with internal driver assessor.	I, E, T

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**

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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