

Job summary

Role title: Arborist

Department: Greenspaces

General description of role

The Arborist will support in the delivery of the maintenance of the tree stock in Reigate & Banstead Borough Council's Greenspaces. The role will involve undertaking a full range of arboricultural works including pruning, felling and working at height.

Top responsibilities of role

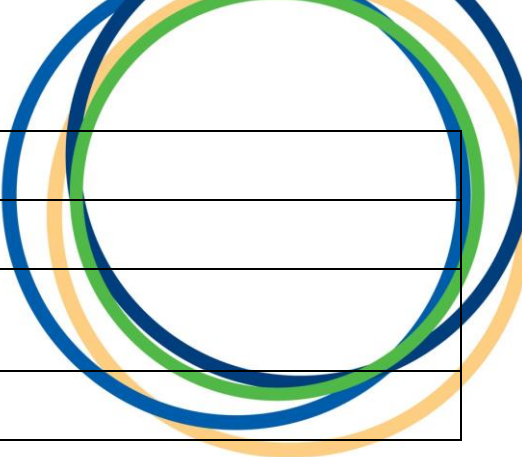
- *Undertake a full range of tree work including formative pruning, felling and dealing with damaged tree stock whilst using full safety and climbing equipment.*
- *To be responsible for managing the on-site working environment, ensuring safety of members of the public and staff, carrying out ground operations and providing traffic management controls to ensure compliance with the requirements of the New Roads and Street Works Act 1991.*
- *Supporting existing team in responding to emergency works.*
- *To undertake a range of specialist tree management activities, such as coppicing and thinning.*
- *To write and record site specific risk assessments and assist in the execution of all aspects of individual arboriculture operations and long-term work schedules.*
- *To ensure that staff carrying out ground duties are competent for the task, wearing the relevant PPE, have all other equipment necessary for the safe completion of work and have been fully briefed on the methods and requirements necessary for the safe completion of the task to be undertaken*
- *To identify a range of tree species, to inspect, survey and recognise specific defects and associated hazards within individual trees, to undertake appropriate remedial action or where appropriate to report accordingly.*
- *To carry out and be responsible for the safe and correct application of pesticides, herbicides and other chemicals in accordance with operating instructions and appropriate training and certification.*

Person specification and interview assessment form



Candidate name			
Contact number			
Role title			
Date of interview		Signed by recruiting manager	

Selection and Interview Criteria		Scoring	
Criteria	Criteria importance E = Essential P = Preferred	Score 3 = Met with full example 2 = Partly met with example 1 = Partly met no example 0 = Not demonstrated	Score rationale/interview notes
Qualifications			
NPTC CS 38/39	E		
NPTC CS 40/41	E		
NPTC CS 30/31 chainsaw	E		
NTPC certificate in use of woodchipper	E		
NTPC certificate in use of powered pole pruner	P		
Basic tree survey inspection course or professional tree inspection course	P		
Valid driving licence with towing entitlement	E		
Trained in the operation of MEWP (Mobile Elevated Work Platforms)	P		
Experience and achievements			
At least 3 years' experience of climbing and arboriculture operations	E		
Experience of leading an arb team/senior arborist	P		



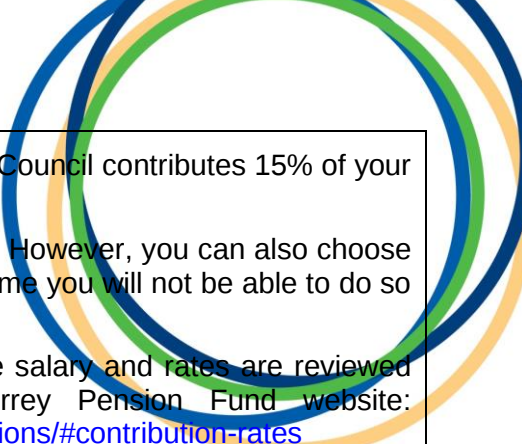
Up to date appropriate First Aid training with climbing operations	E		
Experience of driving arboricultural associated vehicles and towing trailers/chippers	E		
Good and up to date knowledge/identification of arboriculture pests and diseases e.g., ash dieback, oak processionary moth	E		
Previous experience of working for/with Local Authorities	P		

Role required competencies and behaviours			
To deliver excellent customer service and to liaise with a wide range of internal and external stakeholders	E		
Able to meet the physical demands expected of an arborist role such as regular climbing and loading activities	E		
Able to suggest and implement improvements to service delivery/processes consistently	E		
Able to collect, accurately record, process and present a range of information, manually and electronically to agreed timescales	E		
Work within a range of defined procedures and processes and statutory instruments, covering service delivery, resource and relationship management.	E		
Corporately required personal qualities and behaviours			
Innovative	E		
Supportive	E		
Flexible	E		
Positive	E		
Total Criteria Score			Feedback to be given to candidate:
Essential Criteria Score			

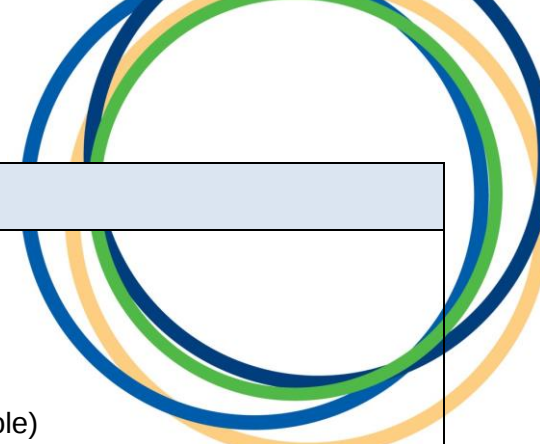
Preferred Criteria Score		
Appointment choice number	1st / 2nd / 3rd	

Summary of employment package

Place of work	The role will be primarily based at Earlswood Depot, Redhill . We may require you to work from another place of work within the Borough or a neighbouring Borough or District, or further afield by prior agreement.
Salary	Graded TS2 , the salary will be in the region of £35,820 - £41,925 per annum dependent upon experience. Cost of living awards are reviewed annually on 1 April. Incremental progression and bonuses may be payable in line with the appraisal scheme.
Duration of contract	The contract will be offered on a permanent basis .
Probationary period	Upon joining the Council, all staff are required to satisfactorily complete a six-month probationary period.
Hours of work	Hours of work are annualised: 40 per week in the summer months and 27 hours per week in the winter months.
Employment Benefits	
Flexible working hours	Flexible working allows for the alteration of start/leave times and length of lunchtime break, time off in lieu for longer hours worked and a flexible working system. Whilst staff are expected to manage their time and keep working hours within acceptable limits, flexible working arrangements are always subject to sufficient office cover and the particular needs of the service at that time.
Annual leave	The basic leave entitlement is 259.2 hours per annum pro rata (equivalent to 36 standard days), rising to 295.2 hours per annum (equivalent to 41 standard days) pro rata after five years continuous local government service, inclusive of Bank Holidays. Annual leave must be taken on the Council's discretionary day off around Christmas and New Year period.



Pension	You will be auto enrolled into the Local Government Pension Scheme (LGPS) to which the Council contributes 15% of your earnings each year. You are able to transfer funds into the LGPS within the first twelve months of employment. However, you can also choose not to join the scheme and make your own arrangements. If you wish to opt out of the scheme you will not be able to do so until after your first day. Your pension contribution rate will depend on your full time equivalent annual salary. The salary and rates are reviewed annually on 1 April each year. The current rates can be found on the Surrey Pension Fund website: http://www.surreypensionfund.org/surrey-pension-fund/paying-in/membership-and-contributions/#contribution-rates
Training and development	The Council actively encourages continued professional development and talent development. Learning facilities are available in-house, including a dedicated Training Room for both individual and group learning. The Council also has a number of Computer Based Training packages.
Professional subscriptions	If you are required to be a member of a professional organisation(s) for your role, we will pay the subscription fee(s) each year.
Car parking / Travel loan scheme	We offer access to parking on site for roles based at the Earlswood Depot. We anticipate there will be enough spaces to meet daily demand. However, it should be noted that spaces are not guaranteed, not a contractual right and are offered on a first come, first served basis. The Council offers interest free loans to encourage staff to travel by alternative methods to solo car use. Loans are available for quarterly/yearly rail season or bus tickets, or a season car park pass, and we offer a cycle purchase scheme up to the value of £2000 (eligibility rules apply).
Cycle purchase scheme	The Council offers staff who have passed the probation period and are employed for 18 months or more, the opportunity to lease/purchase bikes and related safety equipment up to £1000, reducing tax and National Insurance deductions. Staff are required to use the bike mainly for journeys between home and work.
Employee discounts	All staff have access to special offers and discounts on national and local high street shops, restaurants, motoring benefits, discount cinema and theatre tickets, holidays, insurance and much more. Full annual discounted membership is available for the 'Better' run leisure centres at Tadworth, Donyngs and Horley.



Other Conditions	
Pre-employment checks	Appointments are offered subject to several pre-employment checks: • at least two satisfactory references • eligibility to work within the UK, and proof of your identity • evidence of relevant qualifications • medical clearance (as manual handling / driving is an intrinsic requirement of the role)
Fleet driver	You will be classed as a 'fleet driver' for the Council and need to agree to the terms of the fleet driver's policy, which includes agreeing to a health assessment, driving assessment, regular eye checks, and for the Council to undertake regular driving licence checks.
Paid work with another employer	If you are appointed, your contract with the Council should normally be classed as your main employment. You will devote your whole-time service to our work and not be involved in any other business or take up any other appointment without getting written permission from your manager or the Chief Executive.
Disclaimer	Please note that this document outlines the likely employment package for this role but does not form part of your terms and conditions of employment if you are subsequently employed by Reigate & Banstead Borough Council. These will be outlined in any contractual documents addressed to you directly. Please note that it is important to avoid seeking support directly or indirectly from any Councillor for any appointment with the Council as this may result in disqualification from the selection process.

Great People at Reigate & Banstead

Our great working environment and the values and behaviours of every individual and team in the Council, help to evolve the culture of our organisation to become more commercial, innovative and embracing of change.

Successful applicants to our career opportunities will be able to demonstrate they share the values and behaviours we seek in our organisation.

Our Vision

Working together to make a great place to live, work and enjoy.

Our Values

Making a difference, doing the right thing, being bold and confident.

Our Behaviours

We should demonstrate our values by being positive, supportive, flexible, and innovative.

Positive: I maintain a “can do” attitude and a smile

- ✓ Create an encouraging and optimistic environment and bring others with me
- ✓ Approach others in a pleasant, happy and upbeat manner
- ✓ Maintain enthusiasm in difficult times
- ✓ Demonstrate commitment to my own service and to the Council
- ✓ Demonstrate an "I care" attitude

Supportive: I create an environment where the people I work with feel valued and respected and have confidence to develop

- ✓ Understand the council's priorities and work towards a common goal
- ✓ Work across boundaries to develop relationships, share information and keep others informed
- ✓ Listen to the views of others allowing the best way forward to be found
- ✓ Communicate in a courteous and respectful manner
- ✓ Behave in ways that promote the fair and equal treatment of all

Flexible: Adapting the way I work, I can deal confidently with change and accept new and different ideas and approaches

- ✓ Accept that change is an integral part of working at Reigate & Banstead
- ✓ Demonstrate an open mind to new ideas and proposals
- ✓ Display a willingness to do things differently
- ✓ View change in working practices as an opportunity for improving and developing
- ✓ Adopt a flexible approach to meet the team's requirements

Innovative: I work to develop new ideas and workable solutions to drive the Council forward

- ✓ Question currently accepted ways of doing things
- ✓ Implement good ideas, learn from others, both internally and externally
- ✓ Identify novel ways of resolving issues using own initiative
- ✓ Suggest and trying out new approaches
- ✓ Challenge the status quo in a constructive way

Great People

