



Person Specification			
Post title	Seasonal 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.	A / I
S2	Ability to give direction and supervision to a waste collection crew in a positive, effective and courteous manner.	A / I
S3	Ability to follow written and verbal instructions.	A / I
S4	Ability to complete written records.	A / I
S5	Able to respond to customers in a helpful, informative, respectful and courteous manner	A / I
S6	Ability to meet high production levels with consideration of health and safety requirements.	A / I
S7	Demonstrate a good attendance record over the past 3 years.	A / I
S8	Ability to ensure suitable and sufficient risk assessments are carried out taking into account employees' capabilities.	A / I
S9	Ability to use equipment as instructed and trained Ability to inform management of any health and safety issues which could place individuals in danger	A / 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.	A / 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).	A / I

January 2026





P3	Willingness to work evenings, weekends and bank holidays at overtime rate when necessary.	A / 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.	A / I
Qualifications		
Q1	Clean HGV Class C (old style HGV Class II) driving licence	A / I / C
Q2	Pass driver assessment with internal driver assessor.	I / AC

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.

January 2026

