

## Person Specification

<b>Post title</b>	Vehicle Technician	<b>Grade</b>	F
<b>Department</b>	Transport	<b>Post ref</b>	ATR7016

<b>Competencies</b>	
<i>Please refer to the relevant competency framework for more information about the behaviour descriptors for each competency. All competencies within the relevant framework are applicable to the post and the ones that have prioritised for recruitment are detailed below.</i>	
<b>Competency framework relevant to the post:</b>	<b>Employee Assessment</b>
Seeing the big picture	Application Form / Interview
Changing learning and improving	Application Form / Interview
Communicating	Application Form / Interview
Team working	Application Form / Interview
Delivering value for money and quality services	Application Form / Interview

<b>Skills</b>	<b>Essential / Desirable</b>	<b>Assessment</b>
All aspects of vehicle maintenance / repairs	Essential	Application Form / Interview
Welding and fabrication	Essential	Interview

<b>Knowledge</b>	<b>Essential / Desirable</b>	<b>Assessment</b>
HGV and Light Commercials vehicle mechanics	Essential	Application Form / Interview
HGV MOTs requirements	Essential	Application Form / Interview
Welding / hydraulic / electrics systems	Essential	Interview
Light Plant and Mowers	Essential	Application Form / Interview
Computer literate – Fleet management and diagnostic equipment	Essential	Application Form / Interview

<b>Experience</b>	<b>Essential / Desirable</b>	<b>Assessment</b>
Substantial experience working on commercial vehicle repairs	Essential	Application Form / Interview
Working on municipal vehicles	Desirable	Application Form / Interview
Dealing with heavy goods and municipal equipment	Desirable	Application Form / Interview

<b>Qualifications</b>	<b>Essential / Desirable</b>	<b>Evidence</b>
City and Guilds Level 3, Mechanics Certificate or equivalent apprenticeship in motor vehicles	Essential	Application Form
MOT tester class IV & VII	Desirable	Application Form
HGV Irtec accreditation	Desirable	Application Form
Current Valid UK Driving Licence (category C) or must obtain within 12 months from date of commencement	Essential	Application Form
Completed 21 hours Driver CPC	Desirable	Application Form

#### **Additional information / other requirements of the post**

- The post involves driving and so the post holder will be required to undertake relevant DVLA licence checks.
- The employee will be required to work out of normal working hours / attend evening meetings / work weekends and / or bank holidays as part of their role.
- The employee will be required to work as part of an 'on call' rota as part of their role.

#### **Equality Act 2010**

The ways in which a disabled person meets the criteria for a post must be assessed as they would be after any reasonable adjustments required had been made.  
If appropriate, disabled candidates should indicate on the application form if they have needs which should be considered at the shortlisting stage.

#### **Date produced / last amended**

January 2026