

## Person Specification

<b>Post title</b>	Waste Loader	<b>Grade</b>	C
<b>Department</b>	Neighbourhood Services – Place & Communities	<b>Post ref</b>	AWM5502

### Competencies

*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.*

Competency framework relevant to the post:	Employee
	Assessment
Seeing the bigger picture	Interview
Communication	Interview
Team Working	Interview

Skills	Essential / Desirable	Assessment
Manual handling and operating manual equipment	Essential	App Form/Interview
Ability to communicate effectively with public	Essential	App Form/Interview
Ability to lift heavy objects safely and able to walk for long periods	Essential	App Form/Interview

Knowledge	Essential / Desirable	Assessment
Knowledge of Ashfield area	Desirable	App Form/Interview
Health and Safety at Work Act 1974	Essential	App Form/Interview

Experience	Essential / Desirable	Assessment
Previous experience of lifting/handling	Essential	App Form/Interview
Previous experience in Waste Collection (wheeled bin system)	Essential	App Form/Interview
Experience of providing a high-level customer service whilst working with the public	Essential	App Form/Interview
Experience of working as part of a team	Essential	App Form/Interview
Working in adverse conditions	Essential	App Form/Interview

Qualifications	Essential / Desirable	Evidence
No requirements – on the job training will be provided		

### Additional information / other requirements of the post

- Required to work weekends and / or bank holidays as part of their role.

- To work outside when required, having exposure to all weather conditions, performing work that requires physical effort and periods of sustainable effort.
- Must be prepared to be flexible with regards to duties
- Crews operate on a round completion arrangement and are expected to work in a supportive way and check in with their supervisor prior to final disposal to ensure all rounds are complete for the day and no support is required.
- Rounds are to be cleared under all normal circumstances e.g. inclement weather (all types), poor underfoot conditions, breakdowns, road works etc. If prevented from working due to exceptional circumstances supervisors will provide alternative, suitable work.

### **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**

December 2024