LGV Driver / Labourer

Job Description and Person Specification

Directorate:	Environment	**Service:**	Public Realm & Environmental Sustainability
Responsible to:	Street Cleansing Supervisor	**Responsible for:**	Operatives within the team
Grade:	4		
Location:	Copse Road Depot and other locations as required.		

Job Purpose:
To support the delivery of environmental front line services, through the provision of mechanised street cleaning, bin emptying and general cleaning duties.

Key Tasks & Responsibilities:
• To ensure the safe and effective use of equipment including vehicles, portable appliances, hand tools, plant and machinery. • Provide direction and instruction to colleagues working alongside the vehicle. • To provide a rapid response to environmental issues, including the removal and safe disposal of fly tipped waste. • To undertake general labouring tasks or loading duties associated with the cleansing of public areas. • To act in a professional and courteous manner towards customers at all times complying with the corporate policy on customer care. • To maintain a vigilant presence throughout the Borough to deter Enviro-crimes such as vandalism, littering, fly tipping, flyposting, graffiti, abandoned vehicles and combat all forms of anti-social behaviour (ASB). • To undertake any other duties commensurate with the post)

Corporate Responsibilities:
The postholder will be expected:- • To adopt a flexible approach to changing patterns of work and undertake such other duties as are consistent with the job purpose and grade of post. • To promote best practice in meeting the requirements of Health and Safety legislation and Council policy, and comply with other relevant statutory legislation. • To carry out duties in accordance with the Council's policy on equality and diversity. • To accept that everyone has a right to their distinct identity, treating everyone with dignity and respect and ensuring that what our customers tell us is valued by reporting it back into the organisation. • To provide quality services that are what our customers want and need, giving customers the opportunity to comment or complain if they need to, working with them to identify what needs to be done to meet their needs and informing managers about what customers say in relation to the services delivered. • To develop oneself and others making every effort to access development opportunities and contribute effectively by participating in the Council's performance management scheme. • To be responsible for Data Quality. • To demonstrate a high standard of probity in the use of council resources and where a nominated budget holder manage spending within available resources. • To support the delivery of the Council's Climate Change Strategy and Action Plans to achieve net zero in 2050.

QUALIFICATIONS	ESSENTIAL/ DESIRABLE	ASSESSMENT METHOD
IOSH Working safely or equivalent	**Desirable**	Application/Interview
CPC – Driver Certificate of Professional Competence	**Essential**	Application/Interview

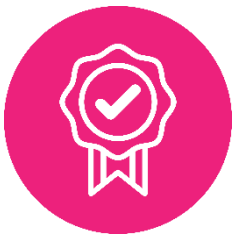
SKILLS	ESSENTIAL/ DESIRABLE	ASSESSMENT METHOD
Understanding of good practice in customer care	**Desirable**	Application/Interview
Knowledge of and ability to use a range of plant and machinery including Bucher/Johnsons sweepers, refuse collection vehicles including vehicles with both trade and domestic bin lifts. Link Tip vehicles	**Desirable**	Application/Interview
Knowledge of Health and Safety Legislation and health and safety at work	**Essential**	Application/Interview

Ability to understand written and verbal instructions	**Essential**	Application/Interview
Ability to work with minimum supervision	**Essential**	Application/Interview

EXPERIENCE	ESSENTIAL/ DESIRABLE	ASSESSMENT METHOD
Previous experience working within a street cleaning, street scene environment	**Desirable**	Application/Interview
Working in an outdoor environment	**Desirable**	Application/Interview

ADDITIONAL REQUIREMENTS	ESSENTIAL/ DESIRABLE	ASSESSMENT METHOD
Sufficiently physically mobile to undertake duties	**Essential**	Application/Interview
Current valid HGV (C Licence) plus valid CPC	**Essential**	Application/Interview
Flexible working arrangements	**Essential**	Interview
Demonstrate commitment to equal opportunities together with a clear appreciation of equalities issues	**Essential**	Interview
Regular and Reliable Service	**Essential**	Interview
Demonstrate behaviours that support our values	**Essential**	Interview

Our Values are key to delivering our vision, plans and strategies.
All Behaviours listed are essential to the post.

			
Professional	**Innovative**	**Collaborative**	**Customer focused**
In being professional we…	In being innovative we…	In being collaborative we…	In being customer focused we…

• Have pride in how we represent the council • Treat people with respect and consideration • Are conscientious and carry out our work to a high standard • Carry out our work activities in an honest and ethical manner	• Proactively embrace change and learn from our mistakes • Challenge and constructively question existing processes • Make best use of our resources to provide excellent services • Encourage creative thinking with colleagues and peers	• Communicate effectively with colleagues and stakeholders • Develop productive relationships and achieve the best results • Recognise and embrace the knowledge and skills of others. • Embrace the concept of one team one council and all work together	• Strive to provide excellent services • Understand our customers' needs and consider things from their perspective • Effectively communicate and manage expectations • Actively seek ways to maximise customer satisfaction

Special Conditions:

(e.g. Weekend work, shift allowance, car/mileage allowance)

- The Street Cleansing operation is carried out over a 7 day cycle. The postholder will therefore work on a 5 days out of 7 rota basis to cover weekends and bank holidays with compensatory rest days allocated during the standard working week (Monday-Friday).
- The council operates a strict non-smoking policy.
- Casual car user allowance. Casual Car User's will be paid at the middle band. You will be required to provide your own means of transport.

Prepared by: R Brocklebank **Date: October 2026**

Post Holder Signature: **Date:**