

East Devon District Council

WE'RE HIRING:

StreetScene Team Leader

Salary: £30,515 - £33,119pa

Type: Permanent, full time (*seasonal hours)

Apply by: 06/12/2026

Job Ref: ED009202P

Apply now: **jobs.eastdevon.gov.uk**

1 TEAM EAST DEVON

WE CONNECT GROW THRIVE

StreetScene Team Leader

£30,515.00 - £33,119.00 per year

Permanent
Full time (*seasonal hours)
Exmouth Town & Seafront

About the role

This is an incredible role for a passionate, experienced gardener to lead a small team of grounds staff to improve and maintain Exmouth seafront gardens and outer areas. East Devon is an area of outstanding natural beauty providing you with the opportunity to raise your horticultural profile as well as that of Exmouth.

You will be responsible for the management of a number of public facing areas that include, but are not limited to, mixed herbaceous borders, nature recovery areas, shrub borders, ornamental trees, ponds and lawns.

This is a unique opportunity for you as our Team Leader to be involved with local events, and interact with Town Councils, volunteer groups and members of the public whilst representing East Devon District Council.

About you

You will need to have demonstrable experience in public realm maintenance and the practical supervision of staff in a similar capacity. You will be enthusiastic, have a can-do attitude and take pride in maintaining standards, leading by example. There is a requirement to work seasonal hours (41.5 hours in summer, 32.5 hours in winter – average of 37 hours per week). A valid driver's licence is essential, and a category C1 C1E or C driving licence (or B licence issued prior to Jan 1997) would be a distinct advantage.

Why Join Us?

At East Devon District Council, our people are at the heart of everything we do. Through our **One Team East Devon** approach, we work together across services to deliver the best outcomes for our communities.

Guided by our **We Connect, Grow, Thrive** employee offer, we're committed to creating a workplace where people feel connected, supported to develop, and able to thrive. With a strong focus on wellbeing, flexibility, inclusion and learning, this is an exciting time to join us and help shape the future of local government in Devon.

What We Offer

- Competitive salary and Local Government Pension Scheme
- Flexible and hybrid working opportunities
- Generous annual leave entitlement
- Learning and development opportunities
- Health and wellbeing support
- A supportive and inclusive working environment

About us

Our recent Local Government Association Peer Challenge highlighted that 'EDDC is a great place to work, with engaged staff and members' and that's certainly true! You will be part of a Gold Investors in People (IiP) organisation which works together with local people to create great value services and an outstanding community, economy and environment in which people want to live, work, visit and enjoy

now, and for future generations. And with our wide range of health and wellbeing benefits, our highly flexible and collaborative hybrid Worksmart working arrangements as well as our commitment to continuous learning and development, you can be confident of joining a dedicated community of colleagues who are Happy, Healthy and Here.

For more about working for East Devon District Council, visit https://eastdevon.gov.uk/careers/working-at-east-devon-district-council/

For an informal discussion, please contact Barry Mason, Deputy Operations Manager on 07856933470 or barry.mason@eastdevon.gov.uk

Closing date: 6th December 2026 at midnight.
Interviews will be held during week commencing **13th December 2026**.

To apply online, please visit https://jobs.eastdevon.gov.uk/.

JOB DESCRIPTION and PERSON SPECIFICATION

This document is intended to cover the range of principal duties and areas of work relating to the post. It is the intention to ensure that you are aware of the actual and the potential range, level of duties, responsibilities and areas of operation which may be required. In addition, you may be required to perform other relevant activities commensurate with the grading of this post.

Post title and number: StreetScene Team Leader

Service: StreetScene

Team: StreetScene Operations

Grade: 2

Responsible to: StreetScene Area Officer

Responsible for:

Our guiding principles and values

Our guiding principles and values underpin everything we do. They set out how we will go about our day to day work. We will:

- promote equal access and inclusivity
- consult and engage with our communities
- promote the health and well-being of our residents and colleagues
- deliver quality, accessible services – a great service, first time and every time
- be open, clear and transparent
- treat others and their opinions with respect at all times
- work towards reducing our carbon footprint and enhancing our environment operate as one council team

Service purpose:

Carry out the instructions of the StreetScene Area Officer with minimal supervision, either as a member of a team, or individually, to deliver StreetScene Services against the following purposes for the people of East Devon using available resources, doing what is required, when it is required, to meet demand and achieve service standards:

1) Maintain and keep safe the environment for our customers
2) Give customers advice about their environment

Job purpose:

Efficiently develop and maintain high standards of cleansing and grounds maintenance for our streets and open spaces within the assigned geographical area through day to day programming of works and co-ordination of resources for a team of multi-disciplined staff; maintaining discipline & healthy and safe working practices; and assisting other teams and services within other geographical areas as required.

Core accountabilities:

1. Day to day supervision of a team of multi-disciplined staff, planning/assigning workloads and monitoring performance as well as actively participating in the following areas of StreetScene operations activity for the assigned geographical area:

    - Grass cutting and strimming
    - Hedge pruning
    - Digging, bedding and planting
    - Hoeing and weeding
    - Watering
    - Travelling around the area in a vehicle collecting debris and litter
    - Sweeping the footpaths and channels as necessary
    - Cleaning the public lavatories and other public buildings as instructed
    - Clearing the beaches of litter and detritus

2. Maintenance of horticultural features (formal and informal), public open spaces, individual Council gardens, and associated works.

3. Use mechanical plant, equipment and vehicles; assist teams throughout the district as directed, achieving StreetScene standards and objectives.

4. Ensure Health and Safety is maintained throughout all operations and ensure uniforms / personal protective equipment are worn at all times.

5. Implement landscaping projects.

6. Liaise with Client officers, Britain in Bloom representatives, other council personnel and members of the public.

7. Maintain manual and electronic records.

8. Work as part of a rota to cover weekend call outs / emergencies.

9. Make sure that the StreetScene Operations Team offers a customer focused service using systems thinking principles.

10. Support the Council's approach to equalities and diversity ensuring that our services and policies identify, address and promote the needs of our diverse community. This includes the need for safety of children and other vulnerable people.

11. Take personal responsibility for the relevant aspects of the Council's Health and Safety Policy.

12. Ensure awareness and compliance with the Council's policies, Code of Conduct and Constitution.

13. Evaluate and assist in managing risk within the service.

PERSON SPECIFICATION – <u>StreetScene Team Leader</u>

Category	Requirements	Essential/ Desirable (E/D)	Method of Assessment
Education/training	▪ Chainsaw certification	D	Application Form
	▪ Formal horticulture qualification such as NDH, NVQ3 or equivalent experience	D	Application Form
Knowledge	▪ Health and Safety at Work Act, risk assessment procedures and safe working practices	E	Application Form / Interview
	▪ Interest in public realm maintenance	D	Interview
Skills and abilities	▪ Supervision of staff and sub-contractors	E	Application Form / Interview
	▪ Accuracy and attention to detail particularly when working to tight deadlines	E	Interview
	▪ Able to work on own initiative as well as part of a team	E	Application Form / Interview
	▪ Prioritise, programme and co-ordinate work	E	Application Form / Interview
	▪ Issue instructions and communicate clearly both verbally and in writing	E	Application Form / Interview
	▪ Able to use electronic mobile devises effectively	E	Application Form / Interview
	▪ Able to deal with challenging behaviour from members of the public effectively/professionally	E	Application Form / Interview
EDDC behaviours	▪ Communicates relevant information regularly and effectively and ensures the team is regularly updated with corporate, service and relevant internal or external/community information	E	Interview
	▪ Open to new ideas and suggestions and speaks up when seeing a better way	E	Interview

	▪ Respectful and considerate displaying a clear appreciation of the teams' efforts, supporting them when there are difficulties	E	Interview
	▪ Works safely to maintain the health of self and others providing the team with clear direction to enable individuals to take personal responsibility for the delivery of objectives and outcomes	E	Interview
	▪ Shares skills and knowledge, and encourages and supports others in applying their ideas to work – helping others to help themselves	E	Interview
Successful experience in	▪ Evidence of practical experience in one or more areas of activity in numbers 1-3 in the Job Description	E	Application Form / Interview
	▪ Practical horticultural or cleansing experience	E	Application Form / Interview
Special requirements & employee screening checks required for successful applicant	▪ A valid full driving licence is essential (reasonable adjustments may be possible according to the Equality Act).	E	Interview/ driving licence check
	▪ A valid category C1, C1E, C or B+E licence (or B licence issued prior to Jan 1997)	D	Interview/ licence check
	▪ Right to work in the UK	E	Identity Check
	▪ Check of qualifications essential to the Job	E	Original Certificates
	▪ References	E	Reference enquiries
	▪ Basic Disclosure Certificate	E	Criminal Record check

East Devon District Council is committed to providing access, aids, adaptations and alternatives wherever possible and reasonable adjustments to enable disabled people to fulfill the criteria for, and undertake the duties of its jobs.

RISK ASSESSMENT PROFILE

JOB TITLE: StreetScene Team Leader
SERVICE: StreetScene

This role has been assessed for risk and the following table highlights the demands of the role and the level of risk that may be prevalent in the job when carrying out normal day to day activities. The following key has been used to provide a guide.

Level 1	**Seldom or never**	**Level 4**	**Regular (2-3 times per week)**
Level 2	**Occasionally (once a month)**	**Level 5**	**Daily**
Level 3	**Fairly regularly (1 per week)**		

Potential Risks / Hazards / Exposures	**Level of Frequency**
Computer Use	**1**
Driving (Car)	**1**
Driving (HGV / LGV)	**5**
Driving Workplace Transport (FLT, Excavators, Dumpers, Loaders)	**4**
Prolonged sitting / standing	**5**
Exertion (other than lifting)	**5**
Lifting	**5**
Manual handling / repetitive movement (bending, twisting, reaching)	**5**
Customer contact / Working with the public	**4**
Face to face contact with abusive customers	**3**
Lone working	**4**
[1]Night working (3 hours or more between 11pm and 6am)	**1**
Shift working (rotational)	**2**
Use of chemical and/or skin irritants	**3**
[2]Head phone use / auditory performance / noise	**5**
[3]Hand arm and /or use of machinery vibration / noise	**5**
Outside working / inclement weather / sun	**5**
Working at height: ▪ short durations (step ladders / other access equipment) ▪ roofs / scaffolds / mobile elevating work platforms	 **1** **1**
Working in confined spaces	**1**
Bodily fluids	**4**
Infectious diseases	**4**
Asbestos	**1**
[4]Dust / fumes / vapours	**3**
Working with animals	**1**
Other – Specify	

The document was completed/reviewed by StreetScene Operations Manager in April 2022

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1 Any posts identified in levels 2-5 be eligible for a night worker health assessments (baseline and review)

2 Any post identified in levels 2-5 will require a hearing test if decibel levels are above 80 (for further guidance check with the H&S Officer)

3 Any post identified in levels 2-5 will require a hand arm vibration screening test

4 Any post identified in levels 3-5 will require low key health surveillance (refer to COSHH Assessment and check with H&S Officer / Human Resources for further guidance from Occupational Health)