2026/0232

PERSON SPECIFICATION

POST	Environmental Services Operations Manager
DIRECTORATE	Environmental Services & Sustainability
DEPARTMENT	Environmental Services
LOCATION	Armagh Banbridge Craigavon, the post holder will be required to work across all depots across the Borough

FACTORS	**ESSENTIAL**	**DESIRABLE**	**METHOD OF ASSESSMENT**
Qualifications and training	• A third level qualification (i.e. HNC/HND, Level 4, Degree) in line with the Qualifications and Credit Framework (QCF) in a relevant discipline/subject such as Environmental Management or Business Management (Please note relevancy should be clearly demonstrated.) (https://www.gov.uk/what-different-qualification-levels-mean/list-of-qualification-levels) ***Applicants who do not possess a relevant third level qualification must demonstrate five years' relevant experience as below.***	• WAMITAB Level 4 High Risk Operator Competence for Managing Transfer Hazardous Waste; • Full membership of CIWM or similar professional body or equivalent; • IOSH Managing Safely Qualification.	Application
Experience	• Two years' relevant experience in each of the following: ▪ Developing waste services, including compliance with health and safety and legislative requirements, and the implementation of waste management practices. ▪ Identifying and resolving complex service delivery issues/customer complaints and implementing improvements to services to successfully achiev increased efficiencies; ▪ Compiling research and writing	• Experience working within ISO 14001 (2015 standard).	Application/ Interview

	business plans, report, strategies and policies; ▪ Managing budgets; ▪ Developing and maintaining effective partnerships with a wide range of stakeholders including trade unions to achieve positive outcomes; ▪ Effectively leading, managing and motivating multiple teams and work areas in a high paced environment; ***Applicants who do not possess a relevant third level qualification must demonstrate five years' relevant experience as above.***		
Key skills, knowledge and attributes	• Comprehensive knowledge of Waste Management, particularly within Northern Ireland, and the relevant legislation, policies, guidance and best practice; • Excellent oral and written communication skills; • Excellent organisational skills; • Strategic planning skills; • IT literate to include knowledge of Microsoft Office. • Freedom of Information Requests		Interview
Driving	• Access to a form of transport which will permit the post holder to carry out the duties of the post in full.		Application
Working Arrangements/ Flexibility	• 37 hours per week, Monday – Friday 9.00 am – 5.00 pm. A flexible working hours scheme in operation. The postholder may be required to work additional hours and outside normal working hours to meet the needs of the post.		Self-Assessment