

PERSON SPECIFICATION



WARRINGTON
Borough Council

JOB TITLE	GRADE	DIRECTORATE	SERVICE
Environmental Operative (Trees and Woodlands)	Career Grade 5	Economic Regeneration, Growth & Environment	Parks & Woodlands

NOTE TO MANAGER:

Remember in completing this form you are setting the expected standard for the person you need for this job, on this occasion, and also suggesting the questions you devise and ask at shortlisting and interview stages. You must, therefore, describe the requirements in ways that are both accurate and capable of being tested. Above all, the requirements must be job related and non-discriminatory. Take care to ensure job description, person specification and advertisement are consistent. Mark each of the criteria as either 'essential' or 'desirable' by putting an '(E)' or '(D)' at the end of each of the criteria. Whilst all points on the specification are important, those marked essential must be met.

NOTE TO APPLICANTS:

Whilst all points on the specification are important, those marked 'E' (essential) are the key requirements. You should pay particular attention to these points and provide evidence of meeting them. Failure to do so may mean that you will not be invited for interview.

CRITERIA	NECESSARY REQUIREMENTS	* M.O. A.
EXPERIENCE (Required to do the job) Consider type, paid, unpaid. Emphasis is on range and depth rather than length	<p><u>Please note progression to Grade 7 is subject to the achievement of qualifications, training and experience</u></p> <p>At Grade 5</p> <p>Experience in supervision of apprentices/ lower grade staff. (D)</p> <p>Demonstrable appropriate level of practical experience in woodland management operations (E) A I</p> <p>Experience in dealing with emergency tree risk assessment and operations (D) A I</p> <p>Experience of dealing with the public (E)</p> <p>Experience of meeting work deadlines (E) A I</p> <p>Experience of working within an Environmental Service (E)</p> <p>Demonstrable practical experience in arboricultural operations (D)</p>	

SKILLS AND ABILITIES Consider level and type e.g. written, verbal, numerical, supervisory or other job related skills including suitability to work with children and/or vulnerable adults	At Grade 5 Ability to competently operate and utilise a range of arboricultural equipment(E) Excellent communications skills, both verbal and written (E) Ability to develop and sustain effective working relationships (E) Ability to work as a member of a team (E) Ability to work with minimum supervision (E) Ability to work under pressure (E) Ability to solve problems and develop solutions (E) Effective communication skills, written and verbal (E)	A + I
EDUCATION/QUALIFICATIONS / KNOWLEDGE Consider level and type e.g. vocational training, job-related	At Grade 5 NPTC Arboricultural, Forestry and related qualifications CS30 Maintain the Chainsaw (E) CS31 to 33 Fell Trees (E) CS33/34 Clear Windblown Trees (D) CS36 Cross-cutting (E) CS38 Climb Trees and Perform Aerial Rescue (D) CS39 Operate the Chainsaw from a Rope and Harness (D) Understanding of Health and Safety procedures (E) Full UK Driving Licence (E)	A + I
OTHER REQUIREMENTS Hours of work, rota patterns, working conditions, location and the requirement to drive should be stated if essential to the job. Specify if standard or enhanced CRB clearance is required	At Grade 5 Ability and willingness to work evenings, weekends, night-time and public holidays as required (E) Ability to work as part of a team (E) Hold a HGV Licence (D) Contribute to out of hours call out – rota (D) Hold a HGV Licence (D) Lorry loader (e.g. hiab) Operators Licence (D) To keep up to date with industry guidance to inform, develop and redraft SSW and Risk Assessments (D) A, I	A +I
COMMITMENT TO EQUAL OPPORTUNITIES Consider the level of understanding and knowledge required	At all levels Ability to understand and demonstrate commitment to equality and diversity (E)	A&I

COMMITMENT TO SERVICE DELIVERY/CUSTOMER CARE Consider level of knowledge Required	At all levels Able to show a high degree of awareness towards the needs of the customer (E) A,I Demonstrate tact and sensitivity when dealing with the public (E) A,I Aware of different needs of visitors from all sections of the community in relation to parks and opens spaces. (E) AI	A&I

COMPLETED BY	DATE	APPROVED BY	DATE

METHOD OF ASSESSMENT (* M.O.A.)

A = APPLICATION FORM, **C** = CERTIFICATE, **E** = EXERCISE, **I** = INTERVIEW, **P** = PRESENTATION, **T** = TEST, **AC** = ASSESSMENT CENTRE