



Person Specification

Note To Applicants

The points that are marked 'E' are the essential 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.

The points that are marked 'D' are the desirable requirements that enhance a person's capacity to do the job.

Job Title	Loader
Grade	4
Directorate	Environment and Transport
Service	Waste Services

Criteria

Experience		
1, Experience of dealing with the public.	A/I	D
2, Experience of supervising lower skilled staff.	A/I	D
3, Experience of meeting work deadlines.	A/I	E
4, Experience of working within the waste collection industry.	A/I	D

Skills and Abilities		
5, Ability to work as a member of a team and to develop a team.	A/I	E
6, Ability to work with minimum supervision.	A/I	E
7, Ability to work under pressure.	A/I	E
8, Ability to be pro-active and develop creative and pioneering solutions to problems.	A/I	E

Education, Qualifications and Knowledge		
9, Working knowledge of Health & Safety Regulations.	A/I	E
10, Awareness of the Waste Management Industry and Environmental Issues.	A/I	D

Other Requirements		
11, Willingness to work outside normal office hours as required.	A/I	E

Commitment To Equal Opportunities		
12, Ability to understand and demonstrate commitment to equality and diversity within the context of the relevant service.	A/I	E

Commitment To Service Delivery / Customer Care		
13, Must be able and willing to render regular and efficient service to undertake the duties of the post.	A/I	E
14, Committed to providing an excellent customer experience and embedding customer focus in all aspects of service delivery.	A/I	E

Climate and Sustainability		
15, Holds a Carbon Literacy Certificate (or related qualification), or willing to undertake Carbon Literacy related training, in support of the council's climate and sustainability objectives.	A/I	E

Methods of Assessment Key		
A Application Form	I Interview	C Certificate
T Test	P Presentation	AC Assessment Centre

Review Arrangements
The details contained in this person specification reflect the experience, skills, abilities, qualifications etc required of the jobholder. It is acknowledged that these may change over time. Consequently,

the Council may revise this person specification from time to time and will consult with the post holder at the appropriate time.

Prepared / Revised By	Antony Cooke
Role	Waste & Recycling Manager
Date	05/02/2025