

Person Specification

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|--------------|-------------------------|----------|---------|
| POST: | Street Scene Supervisor | SALARY: | GRADE 7 |
| DIRECTORATE: | Environment | POST NO: | |

| Competencies (All competencies listed are essential to the post) | Method of assessment (Application Form/ Interview/Test) |
|---|--|
| Working Collaboratively | |
| Works with our partners and the community to achieve the best outcomes in a seamless way. | Interview |
| One Team One Council | |
| Encourage a culture of participation where staff feel empowered and valued. | Interview |
| Builds effective relationships outside immediate team. | Interview |
| Creates good customer relationships and demonstrates the highest level of customer care. | Interview |
| Shares a sense of pride in the work of the Council. | Interview |
| Communicates effectively. | Interview |
| Professional and polite and earns the respect of management and colleagues. | Interview |
| Work Smart | |
| Ensures public money is spent in the smartest way possible. | Interview |
| Participates in corporate working to ensure integrated service provision. | Interview |
| Demonstrates a positive can do approach. | Interview |
| Embraces a culture of continuous improvement. | Interview |
| Is accountable and transparent and takes responsibility for own actions. | Interview |

| Competencies (All competencies listed are essential to the post) | Method of assessment (Application Form/ Interview/Test) |
|--|--|
| Works flexibly and is receptive to new ideas and different ways of working. | Interview |
| Demonstrates integrity, honesty and trustworthiness as set out in the Council's Code of Conduct. | Interview |
| Evaluates and manages operational risk. | Interview |
| Brings commerciality into everyday thinking. | Interview |
| Organised in terms of prioritising and completing work. | Interview |
| Takes responsibility for own personal development. | Interview |

| QUALIFICATIONS | ESSENTIAL/ DESIRABLE | METHOD OF ASSESSMENT (Application/Interview/Test) |
|---|---------------------------------|--|
| Recognised management qualification | DESIRABLE | Application Form/Interview |
| Level 2 English and Maths (equivalent to GCSE grades 9 to 4 or A* to C) | ESSENTIAL | Application Form/Interview |
| IOSH Working Safely / Equivalent | ESSENTIAL | Application Form/Interview |
| PA1 / PA6 | DESIRABLE | Application Form/Interview |

| SKILLS/KNOWLEDGE/ABILITIES | ESSENTIAL/ DESIRABLE | METHOD OF ASSESSMENT |
|--|---------------------------------|-----------------------------|
| Advanced knowledge of street scene activities including Grounds Maintenance | ESSENTIAL | Application Form/Interview |
| Supervisory / people management skills | ESSENTIAL | Application Form/Interview |
| Ability to work under pressures / meet deadlines | ESSENTIAL | Application Form/Interview |
| Proven project management skills | DESIRABLE | Application Form/Interview |
| Able to plan and organise workload and to react to changing work demands at short notice. | ESSENTIAL | Application Form/Interview |
| Able to communicate effectively both orally and in writing with excellent interpersonal skills demonstrating tact, diplomacy and sensitivity and able to influence, persuade, and advise | ESSENTIAL | Application Form/Interview |

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| Ability to improve and develop services | ESSENTIAL | Application Form/Interview |
| Undertake Monitoring & Inspection of frontline services including contractors | ESSENTIAL | Application Form/Interview |
| Ability to use various computer software systems including Microsoft Office | ESSENTIAL | Application Form/Interview |

| EXPERIENCE | ESSENTIAL / DESIRABLE | METHOD OF ASSESSMENT (Application/Interview/Test) |
|---|------------------------------|--|
| Previous experience of Street Cleansing | ESSENTIAL | Application Form/Interview |
| Experience of supervising staff in a Street Cleansing | ESSENTIAL | Application Form/Interview |
| Experience of managing services and contractor health and safety systems | DESIRABLE | Application Form/Interview |
| Previous experience evaluating and managing operational risk | DESIRABLE | Application Form/Interview |
| Experience of dealing with the general public on a daily basis | ESSENTIAL | Application Form/Interview |
| Experience of using and procuring plant / materials for a street scene service or similar | ESSENTIAL | Application Form/Interview |
| Experience of working with community groups | DESIRABLE | Application Form/Interview |
| Experience of working with other teams and partner organisations | ESSENTIAL | Application Form/Interview |

| ADDITIONAL REQUIREMENTS | ESSENTIAL /DESIRABLE | METHOD OF ASSESSMENT(Application Form/ Interview/Test) |
|--|-----------------------------|---|
| Regular and Reliable Service (the Council does not wish to employ individuals who have a poor history of attendance at work where there is no underlying medical reason for the absence) | ESSENTIAL | References |
| Demonstrate commitment to equal opportunities together with a clear appreciation of equalities issues. | ESSENTIAL | Application Form/Interview |
| Full Driving Licence | ESSENTIAL | Application Form/Interview |
| HGV Licence | DESIRABLE | Application Form/Interview |

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| PREPARED BY: RUTH HUNTER | DATE: OCTOBER 2018 |
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The Equality Act 2010 - Where appropriate, the duties may be reviewed where an applicant has a disability within the definition of the Act, or an existing employee becomes unable to carry out the full range of duties due to a disability