



| Person specification |                              |                     |                            |
|----------------------|------------------------------|---------------------|----------------------------|
| <b>Post title</b>    | Pest Control Technician      | <b>Grade</b>        | E – SCP 7-11               |
| <b>Service Area</b>  | Communities & Neighbourhoods | <b>Section/team</b> | Pest Control - Streetscene |

| Shortlisting Number                  | Criteria   | Essential\Desirable | Method of assessment |
|--------------------------------------|--|---------------------|----------------------|
| <b>Skills, knowledge, experience</b> |  |                     |                      |
| S1                                   | Experience of implementing statutory regulations in relation to Pest Control including; The Environmental Protection Act 1990, Prevention of Damage by Pests Act 1949, The Protection of Animals (Amendment) Act 1927 and The Poisons Act 1972 | Essential           | A,I                  |
| S2                                   | An in-depth understanding of pest species common in an urban environment and appropriate pest control treatments   | Essential           | A, I                 |
| S3                                   | Practical and theoretical knowledge and experience of pest control species, methods of treatment, materials, and regulations   | Essential           | A, I                 |
| S4                                   | Ability to plan, organise and prioritise workloads to satisfy performance targets and contractual commitments  | Essential           | A, I                 |
| S5                                   | Effective verbal communication skills (including sensitivity and tact), written, numerical and IT skills   | Essential           | A, I                 |
| S6                                   | Ability to work as part of a team or independently when required working within recognised procedures, which leave some room for initiative;   | Essential           | A, I                 |
| S7                                   | Ability to support the service's approach to income generation and commercial growth through effective delivery of contracts and identification of new income opportunities.   | Desirable           | A, I                 |
| S8                                   | Job involves responding independently to unexpected problems and situations; postholder will generally have access to a manager for advice and guidance on unusual or difficult problems.  | Essential           | A, I                 |

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| S9   | Advisory and guidance skills required when working with households and businesses to resolve and provide advice on remedial works to avoid pest problems.                                | Essential | A,I  |
| <b>Personal attributes and circumstances</b> |  |           |      |
| P1   | Integrity - ability to be open and honest, to maintain high standards of personal behaviour and display strong moral principles  | Essential | I    |
| P2   | Accountability - willingness to take personal responsibility for your actions and decisions, and to understand the consequences of your behaviour  | Essential | I    |
| P3   | A demonstrable willingness to share information and work with other people.  | Essential | I    |
| P4   | Respect - a strong desire to treat people with care and dignity, observing the rights of other people, and helping and supporting others where you can                                   | Essential | I    |
| P5   | Full Clean Driving Licence   | Essential | A    |
| P6   | Ability to work outside of normal working hours e.g. evening and weekend working   | Desirable | A, I |
| P7   | Ability to carry out all physical aspects of the duties related to the post including the ability to drive, carry and use spraying equipment, working at heights and in confined spaces. | Essential | A    |
| P8   | Role requires the post holder to walk / stand for a proportion of the time, with regular requirements for physical effort when carrying out treatments and setting traps.                | Essential | A, I |
| <b>Qualifications</b>                        |  |           |      |
| Q1   | A relevant pest control qualification i.e., RSPH/BPCA (level 2) award in pest management   | Desirable | A, I |
| Q2   | Manual Handling  | Desirable | A, I |
| <b>Health and safety</b>                     |  |           |      |
| H1   | Ability to use equipment as instructed and trained; with demand for precision required when using hand tools and equipment to carry out works.   | Desirable | A, I |

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| H2 | Ability to inform management of any health and safety issues which could place individuals in danger                  | Desirable | A, I |
| H3 | Practical knowledge of the Control of Pesticides Regulations 1986   | Desirable | A, I |
| H4 | Ability to regularly work indoors and outdoors, therefore, exposed to the weather and other environmental conditions. | Desirable | A, I |

**A** = Application form   **C** = Certificate   **E** = Exercise   **I** = Interview   **P** = Presentation   **AC** = Assessment Centre   **T** = Test

| Date | Approved by authorised manager | Designation |
|------|--------------------------------|-------------|
|      |                                |             |

**Where the post involves working with children, in addition to a candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:**

- **Motivation to work with children and young people**
- **Ability to form and maintain appropriate relationships and personal boundaries with children and young people**
- **Emotional resilience in working with challenging behaviours**
- **Attitudes to use of authority and maintaining discipline**

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

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