



Person Specification			
Post title	Seasonal Recycling Officer	Grade / Salary	D / £23,500 - £23,893

To be successful in this role you will need to demonstrate how you meet the criteria below at application & interview stage.

Shortlisting Number	Criteria	Method of assessment
Skills, knowledge, experience		
S1	Ability to operate the bin lifting / emptying and compaction equipment of a refuse collection vehicle.	CV I
S2	Ability to follow written and verbal instructions and to communicate effectively	CV I
S3	Ability to meet high production levels with consideration of health and safety requirements.	CV I
S4	Demonstrate a good attendance record over the past 3 years	CV I
S5	Ability to undertake significant amounts of walking, lifting and manoeuvring of full and empty waste collection receptacles. Ability to use basic tools e.g. brush and shovel.	CV I
S6	Ability to use basic tools e.g. brush and shovel.	CV I
S7	Ability to work in all weather conditions	CV I
S8	Able to respond to customers in a helpful, informative, respectful and courteous manner.	CV I
S9	Knowledge of the key challenges facing the waste management industry and the methods of diverting municipal waste from landfill disposal.	CV I
S10	Ability to inform management of any health and safety issues which could place individuals in danger.	CV I
S11	Ability to use equipment as instructed and trained.	CV I
Personal attributes and circumstances		
P1	You must adhere to the "Knowsley Better Together" staff qualities; Integrity, Accountability, Communication and Respect	I
P2	36 hours per week (Monday – Friday working week - 6.30am start time).	CV I

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P3	Willingness to work evenings, weekends and bank holidays at overtime rate when necessary.	CV I
Communication		
C1	A demonstrable willingness to share information and work with other people, including the ability to listen, communicate with and understand others, taking account of other people's points of view.	CV I

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

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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