



Person Specification			
Post title	Head of Waste and Streetscene Services	Grade	PMG 3

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 embrace the values of Knowsley Council.	I
S2	Knowledge and sensitivity of working in a political organisation to deliver organisational priorities	CV/SS, I
S3	Ability to lead, inspire and motivate others within a culture of proactive service delivery and continuous improvement.	CV/SS, I
S4	In depth understanding of Waste Management services, key government policies and the legislative framework relating to the delivery of these services.	CV/SS, I, P
S5	Strong and varied record of achievement at a senior level.	CV/SS, I
S6	Demonstrable track record of understanding the needs of communities and improving outcomes for all.	CV/SS, I
S7	Significant and in depth experience of managing complex projects.	CV/SS, I
S8	Significant experience of strategic financial management and successful prioritisation and targeting of resources.	CV/SS
S9	Able to deliver and lead others under pressure, prioritising work against competing demands to meet deadlines.	I, E
S10	Experience and ability to build effective working relationships with a wide range of stakeholders. Be able to negotiate, influence and give advice to senior managers and/or Members and partner organisations	CV/SS, I
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I

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Communication		
C1	Highly developed written and oral presentation skills with ability to present complex ideas in a clear and comprehensible way.	I, P
C2	Ability to communicate at all levels of the organisation	I
Qualifications		
Q1	Degree or equivalent.	CV/SS, C
Q2	Membership of (or eligible to join) a recognised and relevant professional body.	CV/SS, C
Q3	Evidence and commitment to continuous personal and professional development.	CV/SS, C
Q4	A recognised Degree or Postgraduate qualification in Leadership.	CV/SS, C

CV/SS = Curriculum Vitae/Supporting Statement **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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