



Person Specification			
Post title	Seasonal Environmental Maintenance Worker	Grade / Salary	PAY BAND C (SCP 3-4)

*** * * This post is exempt from the provisions of the Rehabilitation of Offenders Act – applicants must disclose all criminal convictions including those which are ‘spent’, in addition to any cautions and bindover orders received in the last 12 months * * ***

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	Must have experience working within the environmental land based industry	CV/SS, I
S2	Ability to work as part of a team or as an individual ensuring that all planned and routine tasks are completed to a high quality standard with minimum supervision	CV/SS, I
S3	Ability to undertake tasks to a high standard and ensure compliance with health and safety regulations, customer care standards to deliver a high quality, efficient service	CV/SS, I
S4	Ability to use equipment as instructed and trained and ability to inform management of any health and safety issues which could place individuals in danger	CV/SS, I
S5	Ability to understand and comply with all health and safety risk assessments and safe systems of work whilst undertaking maintenance activities on site.	CV/SS, I
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
P2	Hours of work will be based on a regular pattern, but there may be a requirement to work weekends or Bank Holidays to provide the service as required	CV/SS, I
P3	Able to work outdoors in all weather conditions	CV/SS, I

June 2024





P4	Must have the ability to communicate effectively with the members of the public, commercial customers and other service users	CV/SS, 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/SS, I
Qualifications		
Q1	Preferably with an NVQ level 2 or above qualification in environmental maintenance, horticulture or other land based industry discipline.	CV/SS, C
Q2	Preferred - Qualified to use the full range of operational plant and machinery.	CV/SS, C
Q3	Must hold a full UK Driving Licence Category B, BE and be willing to drive council vehicles and plant and preferably also hold a category C1E licence.	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.

June 2024





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June 2024

