



Person Specification			
Post title	Fleet Maintenance Technician	Grade	G

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	Extensive working experience of maintaining a range of vehicles and plant including: • Electrical repairs and diagnostic procedures • Hydraulic repairs and diagnostic procedures • Mechanical repairs and diagnostic procedures • Pneumatic repairs and diagnostic procedures • Welding techniques • Knowledge of vehicle maintenance workshop operating practice.	CV/SS, I
S2	Ability to understand and utilise computerised performance management systems to deliver measurable service improvements.	CV/SS, I
S3	Able to work within a team ethos in order to deliver excellent customer service.	CV/SS, I
S4	Ability to work on own initiative and un-supervised on occasions.	CV/SS, I
S5	Knowledge of Health and Safety requirements in relation to all vehicles, plant and equipment maintenance procedures and other related safety legislation.	CV/SS, I
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect.	I

May 2025





P2	Able to build effective relationships with colleagues/others and to constructively participate in meetings and other forums.	I
P3	Willingness to work weekends and bank holidays on an overtime basis when required.	I
P4	Willingness to travel both inside and outside of the Borough on Council business including training courses when required.	I
P5	36 hours per week – Monday to Friday working week based on the shift pattern shown in Table 1 below , with the ability to work weekends and bank holidays, on an overtime basis when required.	I
Communication		
C1	Good communication skills with the ability to communicate both verbally and in writing.	CV/SS, I
Qualifications		
Q1	Motor vehicle repair NVQ level 3 or equivalent	CV/SS, C
Q2	Evidence of completion of a full motor vehicle apprenticeship.	CV/SS, C
Q3	Authorised DVSA MOT tester (or willingness to work towards)	CV/SS, C
Q4	Licence category B & LGV Licence category C (or willingness to work towards)	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**

May 2025





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.

Table 1: Fleet Maintenance Workshop Shift Pattern*		
Early Shift (week 1)		
Monday - Thursday	07.00	15:00
Friday	07.00	12.00
	35 hours	
Late Shift (week 2)		
Monday - Thursday	10.00	18:00
Friday	10.00	17.30
	37 hours	
Average working hours over 2 weeks shift period	36 hours	

NB: Shift patterns may change due to workshop demands; one Technician is required to start early each day 6.30am to respond to any Refuse Collection Vehicle breakdowns

May 2025

