



Person Specification			
Post title	Multi-skilled Operative	Grade	Pay Band C

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	Experience in working in a cleaning service environment.	CV/SS, I
S2	Experience in working in maintenance.	CV/SS, I
S3	Experience and ability to manage own workload	CV/SS, I
S4	Ability to work under own initiative as well as part of a team.	CV/SS, I
S5	Ability to keep records of both cleaning and maintenance up to date.	CV/SS, I
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	CV/SS, I
P2	Integrity - ability to be open and honest, to maintain high standards of personal behaviour and display strong moral principles	CV/SS, I
P3	Accountability - willingness to take personal responsibility for your actions and decisions, and to understand the consequences of your behaviour	CV/SS, I
P4	A demonstrable willingness to share information and work with other people.	CV/SS, I
P5	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	CV/SS, I
Communication		
C1	The ability to speak fluent English	I
C2	A willingness to communicate with other team members by sharing information listening and understand other people points of view	CV/SS, I
C3	Ability to use computers to keep team members up to date.	CV/SS, I

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Qualifications		
Q1	No specific qualifications required	

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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