Knowsley Council

Person Specification			
Post title	Area Operations Manager	**Grade**	N

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	Practical experience of working at an operational manager/supervisory level within large environmental organisation minimum.	CV / I / T
S2	Good knowledge of current policy and legislation relating to Streetscene Services including Defra's Code of Practise on Litter and Refuse, Environmental Protection Act 1990, and the Clean Neighbourhoods and Environment Act 2005.	CV / I
S3	Good practical knowledge of working within Traffic Managed conditions and be able to interpret the requirements of 'The Safety at Street Works and Road Works, A Code of Practice (The Red Book)' and further guidance from ' The Traffic Signs Manual, Chapter 8'	CV / I
S4	Ability to maximise the use of technology within the operational services to aid decision-making and monitor performance.	CV / I
S5	Ability to provide effective leadership and be part of a team	CV / I
S6	Effective communication skills oral, written and presentation.	CV / I / T
S7	Financial awareness in respect of budgetary control and monitoring.	CV / I
S8	Ability to demonstrate change management skills and implement actions to deliver tangible outcomes.	CV / I / T
S9	Must have a full clean driving licence and access to own vehicle	CV/ I / C
Personal attributes and circumstances		

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P1	You must adhere to the "Knowsley Better Together" staff qualities; Integrity, Accountability, Communication and Respect	I
P2	Good knowledge of Microsoft Word, Outlook, Excel, Access and Power Point. Together with ability to use other IT systems e.g. Confirm to aid decision-making and operational management.	CV
P3	Ability to work outside normal office hours including weekends and bank holidays.	CV / I
P4	Ability and willingness to travel both inside and outside the council area as required.	CV / I

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.

January 2026

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