

# Recruitment person specification

Post being recruited for: Pottery Technician

## Our Behaviours

### These apply to all posts

**Respect** – We're inclusive, we promote equality, we treat people with fairness, understanding and kindness and we consider others in our decisions and actions.

**Integrity** – We're open and honest, we take responsibility, we build trust and we pull together to do what's right for our residents, colleagues and city

**Flexibility** – We're open minded, we keep it simple, we adapt to provide great service and find better ways of doing things, and we embrace opportunities for shared working and learning

1. Specify what the essential requirements are for your vacancy under each category. All candidates that have disclosed a disability must be interviewed if they meet the essential requirements.
2. Specify what the desirable requirements are for your vacancy under each category. Desirable criteria can be used to shortlist candidates if you have a high volume of applicants. However, you cannot use desirable criteria when shortlisting any candidates that have disclosed a disability.

## Person specification

Category	Essential	Desirable (not every post needs desirable requirements)
Experience	Proven experience working in a ceramics or pottery studio environment	
Knowledge, skills and understanding	Strong technical knowledge of kiln operation, glaze preparation, and clay processes	
Qualifications and training	Training relevant to the post	

<b>Job specific requirements</b>	Ability to work independently and as part of a small team  Commitment to maintaining a safe, clean, and efficient studio  Excellent organisational skills and attention to detail	
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