

Recruitment person specification

Post being recruited for: HWRC Operative

Our Behaviours

These apply to all posts

Respect

Integrity

Flexibility

Managers

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	The post holder will be required to demonstrate a sound knowledge of the different waste and recycling disposal methods The postholder will be able to demonstrate high levels of customer service at all times.	Experience of working in a customer facing role and delivering high levels of customer service to the public. Experience of working in a waste disposal facility.
Knowledge, skills and understanding	Knowledge of relevant Health and Safety procedures, risks, corrective actions and legislation. Knowledge of relevant environmental legislation relating to waste disposal.	

Qualifications and training		
Job specific requirements	The postholder will demonstrate good communication skills at all times, providing advice on waste segregation and directing traffic in a safe manner. Undertake reversing assistant role whenever necessary. Ensuring that CRCs and waste disposal facilities are maintained to a good and safe standard at all times. Ensuring that resources allocated are maintained and used appropriately. Ability to use electronic devices (e.g. booking phone & other business appropriate mobile devices).	