

Recruitment person specification

Post being recruited for: Disposal Operations Manager

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	Experience of leading and managing staff, including working collaboratively with others to achieve a goal, often where they have no management responsibility for those staff. The post holder will be required to demonstrate a sound knowledge of the different waste and recycling disposal methods The post holder shall demonstrate sound knowledge of equipment and machinery used within waste disposal sites. The postholder will be able to demonstrate high levels of customer service at all times.	Experience of working in a waste disposal facility.
Knowledge, skills and understanding	Awareness of responsibilities as a manager for the health and safety of staff and service users and experience of implementing a safe working culture Knowledge of relevant environmental legislation relating to waste management. Ability to develop strong relationships between Waste and Cleansing Services, other council services, recycling or disposal contractors, members of the public, councillors and community organisations. Build effective links with staff and trade unions to ensure a professional and cooperative relationship Awareness of transport related legislation and the services legal responsibilities in safely managing a large and varied fleet	Ability to ensure tasks are carried out as instructed, motivating staff to do so where necessary.
Qualifications and training	Full UK Driving Licence COTC level 4 in Transfer of Waste (or ability to gain qualification within two years of employment date)	Evidence of continuous professional and management development Recognised management or leadership qualification

Job specific requirements	The postholder will demonstrate good communication skills at all times. Ability to lead by example and inspire confidence and build respect Demonstrate positive, proactive and inspiring management of staff Significant experience of managing a large workforce across multiple sites 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.	
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