

Recruitment person specification

Post being recruited for: Disposal Plant 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 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. Experience of working in a customer facing role and delivering high levels of customer service to the public.

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. Knowledge of daily check procedures for vehicles and plant and of transport legislation.	Familiar with road traffic legislation such as the Road Traffic Act 1988, The Road Vehicle (Construction and Use) Regulations 1986, The Road Vehicles (Authorised Weight) Regulations 1998 and other legislation and amendments. They should understand weight limits for vehicles and are required to judge when vehicles carrying many different materials are full or approaching their weight limit and to stop loading to maintain compliance with legislation.
Qualifications and training	Ability to drive all plant used in HWRC and WTS.	
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. 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, in cab devices other business appropriate mobile devices).	