

Person Specification

Position Title	Public Lighting Operative (PLO 2)
Division / Section	Operational Services / Roads & Infrastructure
Service Area	Street Lighting & Traffic Signs
Responsible To	Team Leader

Person Specification

Qualifications, training & professional membership	• Experience in the operation of vehicle mounted cranes	Essential
	• Evidence of continuing professional development	Essential
	• Full UK Driving Licence (minimum C)	Essential

The successful candidate will demonstrate evidence of the following experience, knowledge, skills and understanding. Evidence will be sought for selection purposes.

EXPERIENCE

• Significant experience of working within an organisation of comparable scope, size and complexity within the public or private sector.	Desirable
• Ability to communicate technical information in a meaningful manner.	Essential
• Ability to plan workloads, identify areas of potential failure and take preventative action.	Essential
• Ability to erect, maintain and remove traffic management equipment to Chapter 8 of the Traffic Signs Manual	Essential
• Adopt Safe Working Methods in relation to all operations, taking account of and avoiding damage to public utility apparatus.	Essential
• Experience and competence of the operation of complex vehicles, machinery and equipment,	Essential

including its safe use, routine maintenance and cleaning.

- Experience in the use of mobile IT devices for works management. Essential

LEGISLATION

- Knowledge and demonstrable experience of operating within CDM regulations and practices. Essential

OPERATIONAL MANAGEMENT / VALUE FOR MONEY

- Extensive experience of delivery of a major public maintenance service delivering excellent value for money for the Council. Desirable

CUSTOMER FOCUS

- Extensive experience of delivering demonstrably customer-focused services tailored to meet known needs of local communities. Essential

Our Behaviours

Applicants will also be measured against the following behaviours as per the Council's Our Behaviours Framework.

Respect

- Listen to opinions, react positively to appropriate requests and work through disagreements calmly and politely to find solutions.
- Treat others fairly, understand that everyone is equal and see the benefit of learning from others.
- Get to know and understand others, build good relationships and recognise the contribution that everyone brings.
- Look out for others and are ready and available to help when needed.
- Show compassion and kindness and think about the impact of our body language, words and actions upon others.
- Take care to make others feel comfortable and included and give them a chance to be heard.
- Understand that everyone matters, show patience and are open and honest.
- Work together, are helpful and gain the trust and support of others.

Integrity

- Behave ethically, bring our best each day and set a positive example for everyone.
- Accept that mistakes happen, avoid blame and work with others to resolve and learn from them.
- Speak up and acting with courage when faced with challenging situations affecting ourselves.
- Are willing to create the right outcomes for our residents, colleagues and city.
- Take responsibility for individual actions, follow through with commitments and trust others to do the same.
- Seek relevant support and guidance when a situation is unclear or could negatively impact on people or the organisation.
- Take decisions and actions that will help create a greener, more sustainable, fairer and prosperous city.

Flexibility

- Look for improvement, are open to feedback and are willing and determined to try different ways of working.
- Recognise that different opinions are important and consider a range of ideas from everyone that reflect current circumstances.
- Accept that change happens all the time and it can help us learn, grow and improve.
- Give time to help others and understand the value our support can give.
- Look for positive ways to make change work and view it as a useful opportunity.
- Find straightforward, effective and sustainable ways to get things done.
- Work together with different colleagues to help everyone achieve their goals.
- Make the effort to listen to and connect with others.