

Person Specification

Position Title	Team Leader (Forestry & Estate Maintenance)
Division / Section	Environment / Parks, Greenspace and Cemeteries
Service Area	Place
Responsible To	Forestry and Natural Heritage Manager

Person Specification

Qualifications, training & professional membership	Higher National Certificate or equivalent qualification in arboriculture or forestry.	Essential
	Professional Tree inspection, LANTRA and NPTC certificates 201, 202, 203, 301, 302, 206/306,305, 307, 308, 309, 42, 46, 47, and 48, AO6 Branch Chipper, AO7 Stump Grinder.	Essential
	Hold a current (Lifting Operation and Lifting Equipment Regulations) LOLER inspection Certificate.	Essential
	Hold a current NPTC Certificate of Competence in use of Pesticides PA1 + PA6a.	Essential
	Current, clean, full driving licence.	Essential
	C1 / C1E Medium sized vehicles, with or without trailers and C / CE Large vehicles, with or without trailers LGV licences.	Essential
	Holds a CPC drivers card for driving vehicles over 5 tonnes.	Essential
	A1 Assessors Award.	Desirable
	Evidence of continuing professional development and a broad understanding of current issues in arboriculture.	Desirable

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

EXPERIENCE

A minimum of 5 years experience of performing and co-ordinating operational works maintaining a large mature tree stock for maximum public amenity value, preferably in an urban or peri-urban setting.	Essential
Significant experience of supervising and managing operational staff within an organisation of comparable scope, size and complexity within the public or private sector	Essential
Experience of working with the public.	Essential

KNOWLEDGE, SKILLS AND UNDERSTANDING

Be able to perform aerial tree inspections.	Essential
Knowledge of Health and Safety legislation and policy.	Essential
Knowledge of Dangerous Occurrences Regulations 1995 - Reporting of Injuries, Diseases and Dangerous Occurrences Regulations.	Essential
Experience of electronic procurement and HR systems.	Essential
IT skills.	Essential
Technical knowledge of the use and management of equipment and machinery.	Essential

CREATIVITY AND INNOVATION

The ability to act with high levels of diplomacy, sensitivity and tact.	Essential
Able to participate in Out of hours working and being a part of a standby rota, mainly to deal with emergencies and severe weather.	Essential

COMMUNICATION

Communication skills to advise members of the public, elected members, external organisations, trainees and others on areas related to service.	Essential
---	-----------

Competencies & Values Framework

Applicants will also be measured against the following competencies as per the Competency Level outlined in [Our Competency & Values Framework](#):

- | | |
|--|--|
| Customer focused | <ul style="list-style-type: none">• Delivers high quality services to both internal and external customers/clients. Proactively identifies customer's/client's future requirements and constantly strives to enhance service delivery. |
| Works Effectively with others | <ul style="list-style-type: none">• Builds consensus, support and commitment within the team around key organisational objectives. Treats others respectfully and encourages diversity. |
| Managing change | <ul style="list-style-type: none">• Initiates and drives the pace of change and supports others in working through change. |
| Taking Ownership and Responsibility | <ul style="list-style-type: none">• Takes responsibility for own behaviour. Seeks feedback and takes positive action in response. Takes responsibility for supporting corporate values |
| Communicating Effectively | <ul style="list-style-type: none">• Communicates accurate information with complete conviction and clarity. Confidently uses a variety of communication methods and styles appropriate to audience. |
| Planning and Decision Making | <ul style="list-style-type: none">• Translates strategy into specific plans to deliver outstanding results. Makes sound decisions based on evaluations of options and risks. |

Leading Others

- Defines and communicates organisational goals and motivates others to achieve them. Leads by example, inspires confidence and generates respect. Adapts leadership style to suit different situations.

Managing Performance and Developing Others

- Builds and sustains a high performance team and actively encourages development of others.

Political Sensitivity

- Understands and considers the wider organisational, community and political implications before taking action.