Recruitment person specification

Post being recruited for: Electrician……

Council core competencies

These apply to all posts	These apply to posts with responsibility for managing people or resources
Being customer / client focused	**Leading others**
Working effectively with others	**Managing performance and developing others**
Managing change	**Political sensitivity**
Taking ownership and responsibility	
Communicating effectively	
Planning and decision making	

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 in repair and maintenance of Domestic Electrical installations. Good Communication Skills Ability to work under own initiative Ability to work as part of a team and contribute to the practice of effective team working.	Previous local authority experience Full range of domestic / commercial and industrial types of electrical work.
Knowledge, skills and understanding	Carry out Electrical installation work to BS7671 Work safely in line with current H&S practices Able to work to Specification and Electrical design drawings. Able to use mobile devices. Computer literate. Good knowledge of Electrical industry.	
Qualifications and training	In possession of current grade card. Trained to IET 18th Edition Regulations BS 7671:2018+A4:2026 (Amendment 4) ECS Qualification	Approved Electrician Inspection and Testing Qualification
Job specific requirements	Current UK driving license Participation in standby rota if required.	