**PERSON SPECIFICATION - Apprentice: Paviour**

**POST REFERENCE: DATE COMPILED: July 2020**

Please note all appointments within Hartlepool Borough Council are subject to a declaration of medical fitness by the Council’s Occupational Health Consultant (having made reasonable adjustments in line with the Disability Discrimination Act (1995)) where necessary.

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| **REQUIREMENTS** | **ESSENTIAL CRITERIA**  Please indicate in brackets after each criteria how this will be verified,  ie (F), (I), (T), (R) | **DESIRABLE CRITERIA**  Please indicate in brackets after each criteria how this will be verified,  ie (F), (I), (T), (R) |
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| * **Educational/vocational/ occupational qualifications and/or training** * **Specific qualifications (or equivalents)** | 4 GCSEs (or equivalent) at grade 4 or above including English and Maths  Commitment to train further in level 2 [Groundworker](https://www.instituteforapprenticeships.org/apprenticeship-standards/groundworker/%20) (F) (I) | 4 GCSE passes at grade 4 or above (or equivalent) including English and Mathematics (or expecting to achieve). (F) (T) (R) |
| * **Work or other relevant experience** | An interest in construction and outdoor type activities and tasks. (F) (I) (R). | Some basic knowledge and understanding of Local Government and its service. (F) (I).  Evidence of previous work experience, paid or voluntary (F) (I) (R) |
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| **REQUIREMENTS** | **ESSENTIAL**  Please indicate in brackets after each criteria how this will be verified,  ie (F), (I), (T), (R) | **DESIRABLE**  Please indicate in brackets after each criteria how this will be verified,  ie (F), (I), (T), (R) |
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| * **Skills, abilities, knowledge and competencies** | Basic numeric skills (T)  Basic written skills (F) (T)  Ability to communicate clearly, verbally and in written form (F) (T) (I). | Demonstrate awareness of health and safety importance. (F) (I)  Demonstrate planning and organisational skills (F) (I) (R). |
| * **General competencies** | Enthusiastic in approach and able to demonstrate an interest in pursuing a career in the delivery of construction services. (F) (I).  Ability to work as a member of a team. (F) (I) (R). |  |
| **ESSENTIAL/DESIRABLE CRITERIA WILL BE VERIFIED BY:- F = FORM I = INTERVIEW T = TEST(S) R = REFERENCE(S)** | | |

<https://www.instituteforapprenticeships.org/apprenticeship-standards/groundworker/>