# **PERSON SPECIFICATION: Driver/Labourer POST REFERENCE: 103759**

**HARTLEPOOL BOROUGH COUNCIL IS COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS. IF THIS POST IS SUBJECT TO SAFER RECRUITMENT MEASURES THEN A DISCLOSURE AND BARRING SERVICE (DBS) CHECK WILL BE REQUIRED.**

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| REQUIREMENTS | ESSENTIAL CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) | DESIRABLE CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) |
| * **Educational/vocational/ occupational qualifications and/or training** * **Specific qualifications (or equivalents)** | Minimum standard of education(F)(I)  Formal Qualifications gained through an industry recognised route (F)  Willingness to train further(F) (I)  Current Class B DVLA Driving Licence (F)  Manual handling (F)(I)  Health and Safety Awareness(F)(I) | Current Class C / C1 DVLA Driving Licence (F)  Construction Skills Certification Scheme card (F) |
| * **Work or other relevant experience** | Be able to demonstrate experience of working in the Construction Industry (F)(I) | Hold NPORS accreditation for plant including mini 360 excavator/and or forward tipping dumper.(f) |
| **ESSENTIAL/DESIRABLE CRITERIA WILL BE VERIFIED BY: F = FORM I = INTERVIEW T = TEST(S) R = REFERENCE(S)** | | |

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| REQUIREMENTS | ESSENTIAL CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) | DESIRABLE CRITERIA Please indicate in brackets after each criteria how this will be verified i.e. (F), (I), (T), (R) | |
| * **Skills, abilities, knowledge and competencies** | Demonstrate awareness of Health & Safety issues. (F) (I)  Demonstrate basic numeracy and written skills. (F)  Ability to communicate clearly, verbally and in written form. (F,I)  Be able to work at height using the appropriate access equipment. (F)(I)  The ability to use IT equipment (Android Tablets, IPads and Phones etc) to receive work related jobs and upload job pictures/notes to the job file. (I) | tieodeo  Demonstrate planning and organisational skills(F) (I)  IPAF 3a & 3B certified(F)  Pasma tower trained (F) | |
| * + **General competencies** | Current Class B DVLA Driving Licence (F)  Demonstrate good timekeeping and punctuality. (I)  Ability to work with others. (I)  Be able to work at height using the appropriate access equipment. (I) | Clean and tidy appearance. (I)  Demonstrate enthusiasm for development of self, post and organisation. (I) | |
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**On-going Training Requirements**

The post holder will be required to undertake the following mandatory/essential training at the frequency indicated.

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| **Mandatory/Essential Training** | **Frequency** |
| Asbestos Awareness  Working at Heights  Manual Handling  Abrasive Wheels | Yearly, unless it’s deemed necessary to have further training due to an incident that has taken place.  The frequency of the training is correct at the time of the job advert, but may change in the future if Council Policies/Procedures are amended. |
| Other training courses may be required as and when depending on the tasks been carried out within the job role description i.e.  PASMA (Prefabricated Access Suppliers' and Manufacturers' Association.)  IPAF (International Powered Access Federation) | The frequency of these will be determined by the training provider as and when required. |

Please note all appointments within Hartlepool Borough Council are subject to a declaration of medical fitness by the Council’s Occupational Health Service (having made reasonable adjustments in line with the Equality Act (2010) where necessary.