

## PERSON SPEC – Grounds Maintenance Operative

### Person Specification:

Job Requirement	Assessment Criteria		
	(E)ssential (D)esirable	(A)pplication	(I)nterview
<b>EXPERIENCE</b>			
At least 2 years horticultural/grounds maintenance experience, this may include seasonal floral planting, pruning, recreational/sport and bereavement/burial services.	D	A	I
Use of tractor, digger and grave supports. Training will be provided.	D	A	
<b>QUALIFICATIONS</b>			
City & Guilds or NVQ in Horticulture	D	A	
PA1 & PA6 spraying certificate	D	A	
<b>KNOWLEDGE</b>			
A good knowledge of local facilities, locations and directions	D	A	I
Knowledge and experience of a range of power tools and agricultural/operational equipment	D	A	
Working knowledge of Health and Safety	E	A	I
Working knowledge/accreditation to work on the Highway – Chapter 8	D	A	
<b>SKILLS AND COMPETENCIES</b>			
Ability to work to strict deadlines and under pressure	E	A	I
Ability to communicate effectively, both verbally and in writing	E	A	
Ability to organise and prioritise own work with limited supervision	E	A	I
Show self confidence when communicating with staff and managers at all levels	E	A	I
Ability to maintain confidentiality	E	A	
Confident in lone working situations and using your own initiative	E	A	I
<b>PERSONAL ATTRIBUTES</b>			
Self-reliant and self-motivated	E	A	I
Flexible, pro-active and “hands-on” approach to tasks	E	A	
Community focused	E	A	I
Commitment to the delivery of quality service	E	A	
Ability to foster good relations	E	A	
Mature common-sense approach	E	A	

**SPECIAL CONDITIONS**

Ability to respond to changes in workloads and changing priorities by carrying out the role in a flexible manner which may include extended hours at the beginning/end of the day/weekends and bank holidays	E	A	I
Willingness to undergo training to acquire relevant new skills or knowledge relevant to the job	E	A	I
Willingness to travel to a variety of sites	E	A	I
Full UK Driving licence	E	A	
Dedicated to achieving good environmental standards	E	A	