

Person Specification

POST:	Fitter/Mechanic	GRADE:	6
DIRECTORATE:	Environment	POST NO:	

COMPETENCIES (All competencies listed are essential to the post)	METHOD OF ASSESSMENT (Application Form/ Interview/Test)
Working Collaboratively	
Works with our partners and the community to achieve the best outcomes in a seamless way.	Interview
One Team One Council	
Encourage a culture of participation where staff feel empowered and valued.	Interview
Builds effective relationships outside immediate team.	Interview
Creates good customer relationships and demonstrates the highest level of customer care.	Interview
Shares a sense of pride in the work of the Council.	Interview
Communicates effectively.	Interview
Professional and polite and earns the respect of management and colleagues.	Interview
Work Smart	
Ensures public money is spent in the smartest way possible.	Interview
Participates in corporate working to ensure integrated service provision.	Interview
Demonstrates a positive can do approach.	Interview
Embraces a culture of continuous improvement.	Interview
Is accountable and transparent and takes responsibility for own actions.	Interview

COMPETENCIES (All competencies listed are essential to the post)	METHOD OF ASSESSMENT (Application Form/ Interview/Test)
Works flexibly and is receptive to new ideas and different ways of working.	Interview
Demonstrates integrity, honesty and trustworthiness as set out in the Council's Code of Conduct.	Interview
Evaluates and manages operational risk.	Interview
Brings commerciality into everyday thinking.	Interview
Organised in terms of prioritising and completing work.	Interview
Takes responsibility for own personal development.	Interview

QUALIFICATIONS	ESSENTIAL/ DESIRABLE	METHOD OF ASSESSMENT (Application/Interview/Test)
Level 2 English and maths (equivalent to GCSE grades 9 to 4 or A* to C)	ESSENTIAL	Application
City & Guilds craft certificate in motor vehicle repairs or equivalent (NVQ level 3)	ESSENTIAL	Application/Interview
Full valid driving licence	ESSENTIAL	Application

SKILLS/KNOWLEDGE/ABILITIES	ESSENTIAL/ DESIRABLE	METHOD OF ASSESSMENT
Ability to weld – oxy – acetylene, MIG and arc welding	ESSENTIAL	Application/Interview
Able to work with minimum supervision	ESSENTIAL	Application/Interview
Knowledge of auto electrics	DESIRABLE	Application/Interview
Knowledge of vehicle maintenance legislation (Operators Licence)	DESIRABLE	Application/Interview
Ability to use diagnostic equipment	DESIRABLE	Application/Interview

EXPERIENCE	ESSENTIAL / DESIRABLE	METHOD OF ASSESSMENT (Application/Interview/Test)
Experience in working with a range of cars, vans and light commercials	ESSENTIAL	Application/Interview
Experience of specialist municipal vehicles/Ford Transits/Leyland Daf lorries and heavy commercials	DESIRABLE	Application/Interview

Experience of Grounds Maintenance equipment	DESIRABLE	Application/Interview
MOT Tester Class 4 and 7	DESIRABLE	Application/Interview
Experience of tyre changing	ESSENTIAL	Application/Interview

ADDITIONAL REQUIREMENTS	ESSENTIAL /DESIRABLE	METHOD OF ASSESSMENT(Application Form/ Interview/Test)
Regular and Reliable Service (the Council does not wish to employ individuals who have a poor history of attendance at work where there is no underlying medical reason for the absence)	ESSENTIAL	References
Demonstrate commitment to equal opportunities together with a clear appreciation of equalities issues.	ESSENTIAL	Application Form/Interview
Sufficiently physically mobile to undertake duties.	ESSENTIAL	Interview
Current valid LGV	DESIRABLE	Application Form/Interview
Flexible working arrangements (for out of hours stand-by rota).	ESSENTIAL	Application Form/Interview

PREPARED BY: GARY SCOTT	DATE: NOVEMBER 2022
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The Equality Act 2010 - Where appropriate, the duties may be reviewed where an applicant has a disability within the definition of the Act, or an existing employee becomes unable to carry out the full range of duties due to a disability