

Person specification

Driver

Band 4

Criteria	Attributes	Method of assessment
Knowledge	<p>Essential</p> <ul style="list-style-type: none"> • Ability to demonstrate a knowledge of the local area. • Able to demonstrate a positive and good understanding of health, safety and welfare policies and procedures. • Ability to understand the meaning of diversity and respect of others. <p>Desirable</p> <ul style="list-style-type: none"> • Good working knowledge of the local area. 	Application and interview
Experience	<p>Essential</p> <ul style="list-style-type: none"> • Give examples of achievements in previous experience. • Experience of team working. • Demonstrate understanding of providing good customer service including being courteous. <p>Desirable</p> <ul style="list-style-type: none"> • Give examples of similar work in public or private sector. • Demonstrate competence in dealing with members of the public. • Experience of other vehicle types (such as, RoRo). 	Application and interview
Skills and abilities	<p>Essential</p> <ul style="list-style-type: none"> • Demonstrate a positive desire and motivation to achieve results. • Able to describe skills needed in order to deal with the public. • Demonstrate ability to achieve a good work life balance. • Show commitment to a learning culture and prepared to be flexible and adaptable. 	Application and interview

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	<ul style="list-style-type: none"> • Able to give examples of the ability to work effectively as part of a team. • Good level of communication skills with both colleagues and with members of the public. 	
Qualifications	Essential <ul style="list-style-type: none"> • Be prepared to attend training as and when required. • Willingness to learn and to improve. 	Application and interview
Other	Essential <ul style="list-style-type: none"> • Ability to undertake all physical tasks associated with the work, such as handling/ manoeuvring wheeled refuse containers, walking long distances, lifting of waste sacks (within the constraints of Manual Handling Operations Regulations 1992) • Expect and be prepared to work outdoors in all weathers. • Category C driving licence • Driver digital tachograph card • Driver CPC card (Driver Certificate of Professional Competence) Desirable <ul style="list-style-type: none"> • Presentable appearance within the constraints of the work being performed 	Interview and documentary evidence

Date: August 2025