

**Newcastle-under-Lyme Borough Council**

**PERSON SPECIFICATION**

**Job Title:** Arborist – Streetscene Operative

**Grade:** 5/6

**Post Ref:**

**Date:** May 2024

<b>FACTOR</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>HOW ASSESSED</b>
<b>(1) Relevant Experience</b>	<p>Minimum of two years qualified experience* of arboriculture activities operating at height and climbing.</p> <p>(* Grade 5 offer without)</p>	<p>Five years' experience of working as a qualified fully experienced arboriculturist operating at height with experience of working on veteran trees including felling.</p> <p>Previous experience of general undertaking horticultural work such as weed killing, fertilising, pruning etc).</p>	<p>Application Form/ Interview/References</p> <p>Application Form/ Interview/References</p>
<b>(2) Formal Academic Qualifications</b>	<p>Good basic standard of education, including English GCSE Grade C or above or equivalent</p>	<p>BTEC or C&amp;G Certificate in Forestry &amp; Arboriculture</p> <p>Chapter 8: Guidance for traffic management</p> <p>Formal Horticultural qualification</p>	<p>Application Form/ Interview/Certificates</p> <p>Application Form/ Interview/Certificates</p>
<b>(3) Vocational Qualifications and Training*</b>	<ul style="list-style-type: none"> <li>• CS30 (Chainsaw maintenance + Cross cut timber),</li> <li>• CS31(Fell + process trees up to 380mm),</li> <li>• CS38(Access a tree using</li> </ul>	<ul style="list-style-type: none"> <li>• CS40 (Aerial pruning),</li> <li>• CS41(Rigging),</li> <li>• CS32 (Fell + process trees over 380mm),</li> <li>• MEWP,</li> </ul>	<p>Application Form/ Interview / Certificates</p> <p>Application Form/ Interview / Certificates</p>

FACTOR	ESSENTIAL	DESIRABLE	HOW ASSESSED
	<p>rope + harness + carry out aerial rescue) and CS39 (Use of a chainsaw from rope + harness).</p> <p>Driving Licence Category: C1</p> <p>(*Grade 5 offer without all essential)</p>	<ul style="list-style-type: none"> <li>• CS47 Use of chainsaw from a MEWP</li> <li>• Chapter 8,</li> <li>• Chipper,</li> <li>• First Aid(+F)</li> <li>• Level 2 in Forestry + Arboriculture.</li> </ul> <p>Willingness to train and achieve Qualifications in Pesticide Application (PA1 &amp; PA6)</p> <p>Driving Licence Category C1E (or willingness to train and achieve this level)</p>	
<b>(4) Specialist Knowledge</b>	<p>Health and Safety at Work Act, risk assessment procedures and safe working practices</p> <p>Good knowledge of LOLER, PUWER &amp; WAH regulations</p>	QTRA Qualified	<p>Application Form/ Interview</p> <p>Application Form/ Interview</p> <p>Application Form/ Interview</p> <p>Application Form/ Interview</p>
<b>(5) Special Working Conditions</b>	<p>Physically capable of performing various manual operations associated with Grounds Maintenance in Streetscene operations</p> <p>To work in accordance with existing terms and conditions.</p> <p>Ability to work in challenging conditions.</p> <p>Postholder may be required to undertake additional hours on Saturdays, Sundays and Bank Holidays in order to ensure service</p>		<p>Application Form/Interview/Medical Clearance</p> <p>Interview</p> <p>Interview</p> <p>Interview</p>

<b>FACTOR</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>HOW ASSESSED</b>
	provision is maintained. All employees are required to comply with the Authority's No Smoking Policy.		Interview
<b>OTHER</b>	Able to demonstrate an understanding of and ability to carry out work and follow operating instructions. Able to follow health and safety instructions including adhering to the safe systems of work applicable to the post.		Application Form/ Interview  Application Form/ Interview

<b>(6) Core Competencies</b>	<b>DEFINITION</b>	<b>HOW ASSESSED</b>	<b>LEVEL OF COMPETENCY</b>
<i>Planning and Organising</i>	2. Accepts constructive feedback and makes adjustments accordingly. 3. Shows an awareness of how their actions affect others. 5. Adapts and works effectively in different situations in order to carry out a variety of tasks, whilst remaining calm and level headed under pressure.	Interview Interview Interview	1 1 1
<i>Continuous Improvement</i>	7. Awareness of own shortfalls and takes charge of personal development to keep skills up-to-date whilst developing knowledge within a particular area through learning.	Interview	1
<i>Job Knowledge</i>	10. Is well informed and educated in performing to the level expected for the job.	Application Form/Interview	1
<i>Communication</i>	12. Communicates information clearly, accurately, positively and in a timely manner. 13. Listens attentively and responds thoughtfully to the needs, ideas and opinions expressed by others. 15. Changes communication style and approach to meet the preference of those with whom they are dealing with or of people from diverse backgrounds.	Interview Interview Interview	1 1 1
<i>Customer Service and Support</i>	17. Provides excellent service to external/internal customers by focusing on understanding and meeting customer needs. 19. Treats diverse range of customers with respect and understanding. 20. Responds to requests in a timely and courteous manner and always strives to represent a positive image of the	Interview Interview Interview	1 1 1

<b>(6) Core Competencies</b>	<b>DEFINITION</b>	<b>HOW ASSESSED</b>	<b>LEVEL OF COMPETENCY</b>
	Authority.		
<b><i>Leadership/ Management</i></b>	35. Is aware of risk and uses this knowledge when making decisions.	Interview	1
<b><i>Change Management</i></b>	44. Demonstrates a continuous positive attitude whilst embracing change initiatives.	Interview	1
<b><i>Managing Performance</i></b>	45. Effectively plans, monitors and controls their own performance.	Interview	1
	46. Actively helps others to improve performance and provides constructive feedback.	Interview	1
<b><i>Treating People Fairly</i></b>	53. Has the ability to demonstrate through behaviour and language, commitment to the council's Equal Opportunities Policy, both within the workplace and in service provision.	Interview	2