

PERSON SPECIFICATION

Job Title	Street Lighting Operative		
Attributes	Competency	Essential or Desirable	Selection method A=Application I=Interview T=Test
Experience	Competent in Street lighting electrical installation and understanding of Street lighting circuits	D	A&I
	Must be able to work at heights	E	A&I
	Competent in the use of hydraulic platforms	D	A&I
	Knowledge and understanding of Chapter 8	D	A&I
	Competent in the Knowledge of H/S at work Regulations 1974	D	A&I
Education and Training	ECS	D	A&I
	CPC	D	A&I
Technical Skills and Abilities	Good written and oral communication	E	A&I
	Good record Keeping	E	A&I
	Must be able to prioritise workload and work on own initiative	E	A&I
	Possess a full LGV Driving Licence or Equivalent up to 32 Ton	E	A&I
	G39	D	A&I
	IPAF	D	A&I
	Excavation for the installation of street furniture	D	A&I
	Assist Electrician in commissioning of street furniture	E	A&I
Additional Factors	Understands and actively supports Totally Local Company/Stockport Councils diversity and equality policy.	E	A&I
	A willingness to be flexible in a changing environment	E	A&I

	Drive, enthusiasm and commitment	E	A&I
	Effective team player	E	A&I
	Commitment to high standard of customer care	E	A&I
	Ability and willingness to work outside normal office hours as demands necessitate	E	A&I
	Respects colleagues' and customers' attitudes, beliefs and traditions	E	A&I
	Is prepared to raise any concerns regarding discrimination against other people on the grounds of their age, sexuality, religion or belief, race, gender or disabilities	E	A&I
	To meet Totally Local Company's standard of attendance	E	A&I
Generic Competencies	Communicating Effectively	D	A&I
	Being Customer Focussed	E	A&I
	Effective Team Working	E	A&I
	Personal Organisation and Effectiveness	D	A&I
	Commitment to Personal Development	D	A&I

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All employees are expected to perform satisfactorily to the generic employee competencies which are reviewed as part of our Performance and Development Review scheme for all employees.

Competency	Definition
Focus on the customer	<ul style="list-style-type: none"> Seeking to determine the needs of customers and taking action to satisfy them. Understands the customer needs and provides accurate information.
Communication	<ul style="list-style-type: none"> Confidently communicates with other people in a clear, concise and purposeful way. Communication is clear and concise.
Working with Others	<ul style="list-style-type: none"> Works co-operatively with others and ensures participation within teams and across organisational boundaries to support the achievement of shared goals. Works together with others and values their contributions.

Innovations & Change	<ul style="list-style-type: none"> • Seeking ways to bring about improvements in the way that work is done. Accepting new ways of doing things. • Responds positively to change.
Integrity & Commitment	<ul style="list-style-type: none"> • Doing what is right, not just what is easy, popular or comfortable. Being accountable for own actions and those of the team. • Understand the organisation and own role.
Delivering Quality Results	<ul style="list-style-type: none"> • Works to the highest standard and looks for ways of improving performance and service for customers and stakeholders so that results and deliverables are achieved on time and within budget. • Delivers expected results
Working Safely	<ul style="list-style-type: none"> • Understands and can apply the relevant knowledge of legislation as it relates to Totally Local Company. • Basic understanding of Health and Safety at Work and how to apply that to your role.