**PERSON SPECIFICATION**

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| **Job Title** | **Arborist** |

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| **Attributes**  | **Competency** | **Essential or Desirable** | **Selection method****A=Application****I=Interview****T=Test** |
| **Experience** | Minimum three years practical arboriculture experience | Essential | A&I |
| Competent in the use of all types of mechanical equipment required for this post which includes chain saws, wood chippers, stump grinders, underground cable detection equipment.  | Essential | A&I |
| Experience of climbing and working at heights | Essential | A&I |
| **Education and Training** | National Certificate in Arboriculture or equivalent | Desirable | A&I |
| First Aid Certificate | Essential | A&I |
| Chapter 8 Road Traffic Signing | Essential | A&I |
| NPTC Competencies CS 30, 31, 38, 39 | Essential | A&I |
| NPTC Competencies CS 40, 41 | Desirable | A&I |
| **Knowledge** | Knowledge of best practice relating to arboriculture techniques | Essential | A&I |
| Knowledge of legislation relating to arboriculture operations | Essential  | A&I |
| **Technical Skills and Abilities** | Ability to remain polite and tactful in pressured situations | Essential | A&I |
| Ability to work under pressure and to deadlines | Essential | A&I |
| Ability to identify tree species, tree associated pathogens, structural defects and hazards | Essential | A&I |

**Essential Competencies**

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.

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| **Competency** | **Definition** |
| **Focus on the customer** | * Seeking to determine the needs of customers and taking action to satisfy them.
* Understands the customer needs and provides accurate information.
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| **Communication** | * Confidently communicates with other people in a clear, concise and purposeful way.
* Communication is clear and concise.
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| **Working with Others** | * 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.
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| **Innovations & Change** | * Seeking ways to bring about improvements in the way that work is done. Accepting new ways of doing things.
* Responds positively to change.
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| **Integrity & Commitment** | * 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.
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| **Delivering Quality Results** | * 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
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| **Working Safely** | * 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.
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