

PERSON SPECIFICATION

Job Title	Security Engineer		
Attributes	Competency	Essential or Desirable	Selection method A=Application I=Interview T=Test
Experience	Experience and knowledge of Intruder, Fire, Door Access Security Systems	E	A&I
	Experience of working on large and small projects with multiple teams on various sites.	D	A&I
	Experience of working on contracts for local authority or similar operation.	E	A&I
	Experience of providing engineering solutions to security engineering projects	E	A&I
	Experience and working knowledge of applying design specifications and drawings in an operational environment	E	A&I
Education and Training	Full driving licence	E	A
	Qualification in Alarm Installation and Maintenance	E	A
	HND, HNC or similar	D	A
	IOSH managing safely, NEBOSH or similar	D	A
Technical Skills and Abilities	Proven record of quantifying, estimating and forecasting security material usage	E	A&I
	Demonstrate a working knowledge, understanding and application of all Health & Safety in an operational environment and a strong commitment to the same.	E	A&I
Generic Competencies (Please see further guidelines below)	Communicate Effectively	E	A&I
	Being Customer Focused	E	A&I
	Effective Team Working	E	A&I
	Personal Organisation and Effectiveness	E	A&I

	Personal Development	E	A&I
	Making the most out of Information and Communications Technology	E	A&I
Additional Factors	Confident and professional manner	E	A&I
	Be well organised with good time management skills. Works to personally set deadlines with minimal supervision. Good ability to prioritise own work and maintain a focus on agreed targets.	E	A&I
	Customer focused with excellent relationship management skills	E	A&I
	Professionally presented at all times	E	I

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.

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.

	<ul style="list-style-type: none">• 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.