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|  | **ESSENTIAL** | **DESIRABLE** | **HOW MEASURED** |
| **EXPERIENCE** | Providing a front line service to the public.  Previous gardening, street cleaning experience, e.g. grass cutting, shrub/rose bed work, hedge cutting, removing fly tipping, litter picking etc.  Experience of using and maintaining small mechanised plant.  Basic horticultural or street cleaning experience. | Ability to complete on site health and safety assessments  Supervision | Application/ Interview |
| **EDUCATION, TRAINING AND**  **QUALIFICATIONS** | Driving licence  Relevant training | Horticultural/ grounds qualification | Application/ Interview/ Document checks |
| **SKILLS AND**  **KNOWLEDGE** | Ability to undertake horticultural, street cleansing and other manual duties.  Ability to undertake basic repairs of equipment.  Ability to interpret plans  Capable of walking between 5 and 6 miles per day while operating light plant/ equipment.  Manual handling skills; the ability to lift objects and empty bins and undertake basic construction and gardening work.  Basic numeracy and literacy skills; the ability to complete time and task sheets accurately.  Ability to safely use hand tools and light plant.  Basic health and safety understanding.  Communication skills, ability to communicate with colleagues and members of the public.  Ability to undertake basic repairs/maintenance to buildings | Ability to interpret plans  Experience of inspections | Application/ Interview |
| **PERSONAL QUALITIES** | Post holders will be expected to be flexible in undertaking the duties and responsibilities attached to their post and may be asked to perform other duties, which reasonably correspond to the general character of the post and are commensurate with its level of responsibility |  | Application/ Interview |
| **WORKING ARRANGEMENTS** | Annualised hours |  | Application/ Interview |