



Person Specification

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St. Helens Council

Job Title: Service Manager – Environmental & Transport Services

Knowledge	E = Essential D = Desirable	Identified by
1. Demonstrate an excellent understanding of the operational methods needed to deliver effective Recycling & Waste, Grounds Maintenance & Streetscene, Rangers and Transport Services.	Essential	Application / Interview
2. Demonstrate a good knowledge of Health and Safety and Human Resource regulations and procedures relating to an operational workforce.	Essential	Interview
3. Demonstrate an understanding of the legal requirements and codes of practice, relating to the functions managed.	Essential	Interview
4. Demonstrate a practical knowledge of the equipment and machinery used in the services managed.		
Skills and Abilities	E = Essential D = Desirable	Identified by
1. To be effective in leading and organising a large operational workforce, working across the borough of St Helens, delivering high quality, effective services.	Essential	Application / Interview
2. To be able to communicate effectively in written and verbal form, with Elected Members, external organisations, the operational workforce and their trade union representatives.	Essential	Application / Interview
3. Demonstrate an ability to manage finances and control costs of a diverse commercial organisation.	Essential	Interview
4. To possess the skill and ability to develop improved working methods and technology to enhance the services provided.	Desirable	Interview



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Experience	E = Essential D = Desirable	Identified by
<ol style="list-style-type: none"> 1. Previous experience with Local Authority service delivery in the Recycling & Waste, Grounds Maintenance & Streetscene, Rangers and Transport Services at a senior level. 2. Previous experience dealing with the management of change in large Local Authority services. 3. Proven experience in the recruitment and management of a diverse workforce. 4. Previous experience of workload planning in the services managed. 5. Proven experience of service development and improvement. 	<p>2 yrs Essential, 5 yrs Desirable</p> <p>Desirable</p> <p>Essential</p> <p>Essential</p> <p>Desirable</p>	<p>Application / Interview</p> <p>Interview</p> <p>Application / Interview</p> <p>Interview</p> <p>Application / Interview</p>
Qualifications	E = Essential D = Desirable	Identified by
<ol style="list-style-type: none"> 1. Relevant Professional Qualification. 2. Appropriate Health & Safety Qualification 	<p>Essential</p> <p>Desirable</p>	<p>Application</p> <p>Application</p>
Other Circumstances	E = Essential D = Desirable	Identified by
<ol style="list-style-type: none"> 1. Flexibility in working hours to meet service needs. 2. Prepared to assist in the effective management of all aspects of the service, 3. Car User 	<p>Desirable</p> <p>Desirable</p> <p>Essential</p>	<p>Interview</p> <p>Interview</p> <p>Application / Interview</p>