

## PERSON SPECIFICATION

### Gardener Team Leader – T250 – T423

Specification Type	Additional/changed requirements	E/D	Measure
<b>Personal Skills</b>	Able to use own initiative	E	1, 3
<b>Personal Skills</b>	Good communication skills	E	1, 3
<b>Personal Skills</b>	Self-motivation	E	1, 3
<b>Personal Skills</b>	Team Player	E	1, 3
<b>Personal Skills</b>	Customer care	E	1, 3
<b>Personal Skills</b>	Dealing with complaints	E	1, 3
<b>Experience</b>	Multi skilled	D	1, 3
<b>Experience</b>	Experience of handling small and medium sized plant	E	1, 3
<b>Experience</b>	Ability to lead a dedicated team of operatives to achieve a common goal	E	1, 3
<b>Experience</b>	Sports/Fine turf experience	E	1, 3
<b>Experience</b>	Supervision	E	1, 3
<b>Attainments/ Qualifications</b>	City and Guilds Phase 1 and 2 in Amenity Horticulture or similar	D	1, 3, 4
<b>Attainments/ Qualifications</b>	Pa1 and Pa6 spraying certificate	D	1, 3, 4
<b>Knowledge</b>	Wide range of horticultural skills	E	1, 3
<b>Knowledge</b>	An awareness of Health and Safety	E	1, 3
<b>Knowledge</b>	An awareness of procedures and policies of the council	D	1, 3
<b>Special Requirements</b>	Available for call out	D	3
<b>Special Requirements</b>	Possession of a full driving licence	E	1, 3, 4
<b>Special Requirements</b>	Ability to drive categories B and C1	D	1, 3, 4

**Car Allowance:**

This post does not carry a designated car user status.

**E/D:**

Essential (E)  
Desirable (D)

**Measure:**

1. Application form
2. Test after shortlisting
3. At interview
4. Documentary evidence
5. Other [please specify]