

## EMPLOYMENT CRITERIA / PERSON SPECIFICATION

The purpose of this specification is to identify the attributes required by applicants to perform the duties in the job description. The specification will be used to shortlist applicants and to compare how well candidates match the agreed specification. It will also be used by potential candidates to understand expectations and identify how their skills, behaviours and experience will be assessed.

<b>Post Title</b>	Craftsperson – Estates Maintenance ( <b>Electrical Bias</b> )	<b>Directorate/Department</b>	THQ/Estates Maintenance
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People with disabilities may apply for this post. Please specify in the box below if there are any physical or mental impairments/disabilities which may prevent performance of this post to an acceptable level. (Hiring managers may be asked what arrangements – if any, can be made to overcome disability i.e. provision of equipment or changes to the physical working environment / job tasks.)

Post requires ability to work at height from both step ladders and fixed access platforms which are accessed via a ladder. Post required sufficient level of manual dexterity to perform mechanical assembly tasks and sufficient bodily strength to be able to perform manual tasks upto 25kg in lifting load.

### Assessment Method Key

(Note for candidates: This is not an exhaustive list and if you have any questions about the assessment methods listed, please contact the team member named on the job advert.)

<b>Interview</b>	These criteria will be assessed during an interview, should you be shortlisted.
<b>Application</b>	These criteria will be assessed at shortlisting; therefore anything not advised in your application can not be scored.
<b>Presentation</b>	During an interview you may be asked to produce a presentation, this is when these criteria will be assessed.

### Physical requirements of the post

Requirements	Assessment Method	Essential	Desirable
Health and physical abilities sufficient for the post (if necessary with reasonable adjustments with respect to the Equality Act/Disability Discrimination Act).	Interview	X	
Ability to work at height and within confined spaces.	Interview	x	
Ability to Perform heavy manual work and dexterity to perform intricate works with reasonable adjustments.	Interview	x	
Must be able to reliably differentiate the colours red, blue, yellow, black, green & grey	Interview	x	

### Qualifications / training required

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Requirements	Assessment Method	Essential	Desirable
Served a recognised apprenticeship in relevant Electrical trade (Ie Electrical Installation, Electrical Maintenance, Controls & Process engineering)	Application	x	
Level 3 (or higher) vocational trade certificate in a Electrical engineering discipline Eg. NVQ 3, C&G Level 3 or Equivalent Armed Forces Qualification	Application	X	
Level 3 (Or higher) Technical certificate in relevant engineering discipline or Equivalent Armed Forces Qualification	Application		x
HTM or JSP Specific Competent Persons Certificates	Application		x
C&G 2391 Electrical Testing and inspection qualification.	Application		X
BS7671:18 <sup>th</sup> Edition Qualification	Application	x	
<b>Previous or relevant experience necessary</b>			
Requirements	Assessment Method	Essential	Desirable
Relevant and recent experience in a commercial/industrial maintenance post	Application, Interview	X	
Relevant and Recent experience in healthcare engineering	Application, Interview		X
Sound working knowledge of Electrical Systems such as Low Voltage, Building Management Systems, Process Control Systems & Lighting Systems	Application, Interview	x	
Knowledge of other trade topics (Plumbing, Mechanical, Building etc)	Application, Interview		X
Previous supervisory Experience	Application, Interview		X
<b>Aptitudes and skills required</b>			
Requirements	Assessment Method	Essential	Desirable
Analytical problem solving with fault-finding skill involving interpretation of manufacturers specifications and engineering drawings.	Interview	x	

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Developed Interpersonal and communication skills allowing effective communication with both technical and non-technical staff	Interview	X	
Ability to plan & prioritise work load independently with minimal supervision	Interview	X	
Ability to co-ordinate within a small team to deliver larger tasks or projects	Interview	X	
Multi-Skilled/Cross Trade	Application, Interview		x
<b>Special requirements of the post</b>			
<b>Requirements</b>	<b>Assessment Method</b>	<b>Essential</b>	<b>Desirable</b>
Essential participation in providing emergency cover out of hours. To include Call Out rosters, early starts, late finishes and Recall to work.	Interview	X	
Holds Driving License or has suitable and safe means to get to site during oncall periods	Interview	X	
Is able to get to site within 1 hour during oncall periods	Interview	x	
<b>Values and behaviours</b>			
<b>Requirements</b>	<b>Assessment Method</b>	<b>Essential</b>	<b>Desirable</b>
Able to demonstrate behaviours that meet the Trust Values <ul style="list-style-type: none"> <li>• Patients First</li> <li>• Always Improving</li> <li>• Working Together</li> </ul>	Application and Interview	X	