ISLINGTON
For a more equal future

Job description

Semi Skilled Operatives (Cemeteries)

- Grade: Grade 4
- Reports to: Mariusz Pekala
- Direct reports: Dependent on task being undertaken
- Your team: Grounds Maintenance Service (Cemeteries)
- Service area: Greener More Active
- Directorate: Climate and Environment

Special requirements of the post
Workstyle: Frontline (Full presence, working in the borough full time) • Colleagues whose role is delivering frontline services to residents, visitors, businesses and/or other colleagues while present in the borough and activities cannot be done remotely.
This post requires a DBS check at the appropriate level (Basic)
This is a safety critical post and will be subject to the council's drug and alcohol policy
This post is subject to the council's declaration of interest procedure
This post is designated as politically restricted

Our mission

Islington is a place rich with diversity and culture. As a council our sense of purpose couldn't be clearer: we serve. It's in the logo. We are committed to challenging inequality in the borough and as one of the largest employers we know that to look after the place and the planet, we have to look after our people. **Together we can change the future**.

To do this, everyone who works at Islington Council lives by a set of values which guide us in everything that we do: collaborative, ambitious, resourceful, and empowering. They spell out ‘CARE’, which is what we think public service is all about.

Overview of the role

In recognition of the need for flexible working and for providing excellent customer care and quality services it has been agreed that the front line operations will be based on just three generic Job Descriptions, enabling (after appropriate training) the use of staff across the full range of services provided (i.e. Refuse Collection; Recycling; Cleansing and Grounds Maintenance in all Highways; Cemeteries or other similar locations.)

The Semi-Skilled Operative plays a key role in delivering high-quality, customer-focused Environmental Services across a range of operational areas including refuse collection, recycling, street cleansing, and grounds maintenance. The role supports flexible service delivery in various locations such as highways, cemeteries, and other public spaces. Operatives shall be required to perform tasks as called upon that fall within the skills range and may be required to receive training for semi-skilled tasks that are deemed reasonable.

Key responsibilities

- Semi-skilled operatives shall be required to perform tasks as called upon to perform within the skills range and may be required to receive training for skilled tasks that are deemed reasonable. Such tasks may not be associated with vehicle operations but can including driving of non LGV vehicles or specialist non-driving duties associated with LGVs (e.g. Loaders) and grounds maintenance plant such as mowers and chemical sprayers and the performance of semi- skilled horticultural tasks.

- Working as an individual or as part of a team to provide high quality customer focussed Environmental Services including all types of waste collection, street cleansing, grounds maintenance and park keeping. There is a requirement to provide non LGV driving skills or possess specialist non-driving skills associated with the operation of LGV vehicles or grounds maintenance plant and be responsible for other team members as well as co-ordination with other rounds or crews as necessary.

- Working flexibly and within reason and in co-operation to complete allocated work schedules in the event of minor disruption or delays ensuring daily schedules are completed.

- The Semi-Skilled Operative will also be the Team Leader of their operation and act as first line of supervision and monitoring for their team.

- Personal commitment to the maintenance of high levels of customer satisfaction with the service.

- Advising and encouraging the public in respect to environmental objectives, resolving day to day issues creatively and sensitively and acting as a good ambassador of the Council on the frontline service.

- Any additional duties consistent with the grade and level of responsibility of this position, for which the holder possesses the required experience and/or training.

Compliance

Ensure adherence to legal, regulatory, and policy requirements under GDPR, Health and Safety, Employee Code of Conduct and in your area of expertise by identifying opportunities and risks, and escalating issues as necessary.

Person specification

Your application form needs to demonstrate how you fulfil the role's requirements. It is essential to address the criteria, as this will be used to evaluate your suitability for the position.

Essential and desirable criteria

Essential: the basic requirements that must be met for someone to be considered for a particular job. These criteria are mandatory and cannot be negotiated. Essential criteria directly impact the core qualifications or skills necessary to perform the job effectively.

Desirable: the additional qualities, skills, or qualifications that would be advantageous for a candidate to possess but are not mandatory. Not meeting them does not automatically disqualify someone from consideration for the job. This also allows candidates who do not possess certain desirable criteria the opportunity to explain how their other knowledge, experience and skills relate to these and what they may be in the process of doing or willing to do to achieve these.

Knowledge, experience, and skills

Essential criteria	Criteria description	Essential/desirable
E1	Hold and maintain a valid Driving License and undertake regular training as required and have a demonstrable level of Horticultural Maintenance Skills and Knowledge (Essential). Possess specialist non driving skills associated with the operation of LGV vehicles (e.g. Loaders) or the operation of specialist grounds maintenance plant.	Essential

Experience

Essential criteria	Criteria description	Essential/desirable
E2	Ability to achieve a nationally recognised qualification, in either cleansing, waste management, grounds maintenance. (NVQ Level 1 or similar) And to hold or achieve Reversing Assistant qualification (Desirable to have already)	Essential
E3	Undertake First Aid Training (Desirable to have qualification already)	Essential
E4	To be in possession of a full current driving licence, and to drive the Council's vehicles. To accept responsibility for the use and condition of the vehicles used by the depot and take responsibility for completion of the vehicle logs and servicing requirements.	Essential
E5	Competent in the operation of an extensive range of non LGV vehicles and the equipment fitted to LGV vehicles and/or the performance of semi- skilled horticultural tasks.	Essential

Skills

Essential criteria	Criteria description	Essential/desirable
E6	To have the ability to adopt safe working practices, and to have a working knowledge of health and safety regulations. To be able to comply with safe practices in the provision of the service.	Essential
E7	Take pride in work and apply customer care behaviour in all aspects of the working day	Essential
E8	To have the ability to provide verbal reports, and the ability to report in writing.	Essential
E9	Ability to use computer terminals (including handheld terminals) and mobile phones.	Essential

Essential criteria	Criteria description	Essential/desirable
E10	To be able to work as part of a team or own initiative.	Essential
E11	Willing to work outside in all weathers providing it is deemed safe to do so and the appropriate PPE is provided.	Essential
E12	Ability to adhere to the Council's Equal Opportunities and other relevant policies to ensure that services are developed and delivered within this framework and according to the Council's standards	Essential

Special requirements of the post

Essential criteria	Criteria description	Essential/desirable
	This role will require you to obtain a Basic satisfactory clearance from the Disclosure and Barring Service	Essential
14	Willingness to work evenings and weekends on a shift pattern including early and late shifts that are required to fulfil the job requirements, and cover emergencies as and when required.	Essential
15	Ability to adhere to the Council's Dignity for All policy.	Essential

Our accreditations

Our accreditations include Disability Confident Leader, The Mayor's Good Work Standard, London Living Wage Employer, Stonewall Diversity Champion, and Employer with Heart.