



CANDIDATE PROFILE - POST TITLE: Property Services Team Labourer

SERVICE **Property Services Team**

SELECTION CRITERIA

	ESSENTIAL	DESIRABLE	ASSESSED BY
QUALIFICATIONS	Evidence of experience in building maintenance and repairs including working within peoples homes	Appropriate current trade qualifications	Application form and evidence of qualifications
TECHNICAL SKILLS	Understanding of health and safety issues in construction		Application form and interview evidence
BEHAVIOURAL COMPETENCIES: Business Focus and Development	Demonstrates understanding of repairs and building processes	I understand the key operating procedures of a building maintenance company	Application form and interview evidence
Customer Focus	Demonstrates evidence of recognising customer needs and responding to them	Demonstrates understanding of the customer service skills required when working in an occupied home	Application form and interview evidence
Communication	Provides evidence of ability to communicate effectively with colleagues and customers		Application form and interview evidence
Development and Coaching	Demonstrates taking responsibility for development of own skills	Is able support the development of others skills e.g. other team members, apprentices etc	Application form and interview evidence
Drive and commitment	Demonstrates evidence of exceeding the requirements of the job	Demonstrates strive for excellence and ability to motivate and support others in their efforts to achieve excellence	Application form and interview evidence

Innovation and problem solving	Demonstrates ability to assess work problems and make improvements in work performed	Can challenge and analyse work situations and processes, identifying opportunities for improvement	Application form and interview evidence
Performance Improvement	Demonstrates evidence of working with and meeting work objectives and targets		Application form and interview evidence
Team Working	Demonstrates evidence of working as an effective team member	Demonstrates evidence of promoting and encouraging colleagues to be good team members	Application form and interview evidence
OTHER REQUIREMENTS	Compliance with No Smoking Policy Clean driving licence		

NOTE TO DISABLED APPLICANTS

Disabled candidates who *demonstrate* that they meet the 'essential' requirements of the post will be guaranteed an interview. Disabled candidates who do not meet the essential requirements in every respect but who feel that, with reasonable adjustments, they are suitable for appointment will be interviewed if they can *demonstrate* their suitability to the satisfaction of the short-listing panel. It is important in such cases that candidates clearly identify (both under Section 6 of the application form - Information in Support of your Application - and on the Equal Opportunities Monitoring Form) those areas where they would wish the Company to consider making reasonable adjustments