



LGV Sweeper Driver

Street Cleaning Service, Place and Economy Directorate

Thank you for your interest in this role. Our vision at West Northamptonshire Council (WNC) is: 'to make West Northants a great place to live, work, visit and thrive'.

We truly stand by this and work hard every day to make this a reality, and at WNC it's about our people. People who thrive with ambition, bring new ideas, demand better ways of working, care about every detail, and who never shy away from a challenge.

Our culture is a gateway for new experiences. A place to forge new opportunities. To empower you in your career and unite you with like-minded people. When potential is unlocked, talent thrives.

Purpose and impact:

The Council is committed to providing high standards of customer service in the Waste and Recycling collections team, so candidates must have the ability to communicate well and be customer focused.

The role is physically demanding, and applicants should be prepared to work outside in all conditions, have a mature attitude and be able to work with minimum supervision. 1. In addition, it includes delivering excellent customer service.

Applicants need to work well in a team and have a flexible approach to the work allocated.

Accountable to:

This role is accountable to the Street Cleansing Supervisor, who is responsible for the direct line management of 11 Street Cleansing Operatives. The role sits within Street Cleansing Department, part of the Place and Economy Directorate in West Northamptonshire Council.

Responsibilities:

1. To keep the district clean and tidy, free of litter, detritus, graffiti and fly posting, within set time scales and to ensure customer satisfaction at all times. Undertake the following: operate a large mechanical sweeping machine; small mechanical sweeper; street sweeping; litter picking; empty litter bins; remove dumped rubbish and any other associated Street Cleansing work.



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Northamptonshire
Council**

2. To drive and be responsible for your allocated vehicle and crew. Driving large vehicles (over 7.5t GVW) where manoeuvring requires high precision and attention detail, as well as other machinery to complete relevant tasks. Duties to include vehicle checks, routine maintenance (e.g., oil and water checks) and daily cleaning, the use and operation of any power mechanism which may be fitted to the vehicle. The role holder will be required to have a valid Digital Tacho card and Driver Certificate of Professional Competence. Ensure that vehicles allocated to you remain within their gross vehicle weight and comply with all legal requirements.
3. To be responsible for any allocated labourer and their transportation to and from the designated area of work. This includes reviewing and resolving any operational difficulties that may occur during the working day, ensuring all the crew wear the appropriate personal protective equipment (PPE) and carry out their duties in accordance with the safe working practice notes.
4. Ensure all safe working practice notes are kept up to date. The safe working practice notes relating to the post must be read and adhered to and you will wear the allocated safety clothing provided to meet WNC's requirements.
5. Completing any paperwork required, for quality and performance control.
6. Report to the line manager any customer problems, people or vehicle accidents or near miss incidents to comply with legal and H&S requirements, as well as to improve the service delivery.
7. To maximise personal productivity, minimise duplication and errors; and manage our information efficiently and securely to reduce risk, through effective use of Office 365 and our internal IT systems and applications.
8. Actively challenge and seek to eliminate any directly or indirectly discriminatory practice or behaviours.
9. Demonstrate awareness and understanding of other people's behavioural, physical, social and welfare needs and ensure that reasonable care is taken at all times for the health, safety and welfare of yourself and other persons.

This job description reflects the major tasks to be carried out by the post holder and identifies a level of responsibility at which they will be required to work. In the interests of effective working, the major tasks may be reviewed from time to time to reflect changing needs and circumstances. Such reviews and any consequential changes will be carried out in consultation with the post holder.

Person specification:

The requirements for the role are outlined below and will be part of the selection process. Each of the criteria listed below will be measured by:

(A) Application Form, (T) Test, (I) Interview, (P) Presentation, (D) Documentation.

Minimum levels of knowledge, skills experience and qualifications required for this job.

Skills and abilities:	Essential / Desirable	Measured by
Appropriately follow instructions to achieve set tasks or objectives.	Essential	A, I
Flexible and adaptable regarding tasks to be completed and hours of work to suit the service requirement, weekend working may be required	Essential	A/I
Face to face customer care skills.	Essential	A, I
Team leadership.	Essential	A, I
Very good verbal communication skills.	Essential	A, I
Reliable and keeps good time.	Essential	A, I
Supportive and adapts to team working.	Essential	A, I
Able to work under own initiative, with minimum supervision.	Essential	A, I
This is applicable to all roles in WNC that are required to use IT equipment: Demonstrate effective use of Office 365 (incl. Teams, OneDrive, etc.) or willingness to undertake training during the probation period.	Essential	A/T/I
The ability to solve problems.	Desirable	A, I

Knowledge:	Essential / Desirable	Measured by
Good understanding of Health and Safety.	Essential	A, I
Knowledge of environmental issues.	Desirable	A, I
Knowledge of the district.	Desirable	A, I

Relevant experience:	Essential / Desirable	Measured by
Experience of safe working conditions with long periods of concentration	Essential	A, I
Supervision of a small team.	Desirable	A, I
Experience of working with customers and giving excellent customer service.	Desirable	A, I
Driving Street Cleansing or Waste/recycling vehicles	Desirable	A, I

Education, training and work qualifications:	Essential / Desirable	Measured by
LGV Class C Licence, Driver Certificate of Professional Competence, Digital tachograph card	Essential	A, I
Minimum of one GCSE (or equivalent) in either Maths or English.	Essential	A, I
Willingness to achieve a NVQ Level 2	Essential	A, I
Defensive driving course - certificate of completion	Desirable	A, I
H&S qualification (First aid etc.)	Desirable	A, I

All appointments are subject to standard pre-employment screening. This will include identity, references, proof of right to work in the UK, medical clearance and verification of certificates.

Day-to-day in the role:

Hours:	Mon-Thurs: 07:30-15:30 Fri: 07:30 – 15:00	Primary work base:	Tove Depot, Towcester
Job family band:	OI06-Operations & Infrastructure	Worker type:	Field-based worker
Salary range:	£33,369 - £36,163	Budget responsibility:	[n/a]
People management responsibility:	Responsible for a small team		

Working conditions & how we work:

Regular manual handling, driving vehicles, operating equipment, completing scheduled work and ad-hoc tasks. Dynamic environment requiring flexibility and team effort.

This role has been identified as a fixed worker type; All operatives start their working shift and are allocated to their duties by the service supervisor from the Tove Depot. On occasions operatives may be requested to start from another location.

Our organisational values and behaviours

Everything we want to achieve for West Northants depends on having the right people in place and doing the right things and we want all colleagues to THRIVE, both personally and professionally. Our values and our behaviours framework underpin how we work and what partners and customers can expect from us. We want to do our very best for our residents, service users and businesses and for our staff – we want everyone to THRIVE.

T Trust	We are honest, fair, transparent and accountable. We can be trusted to do what we say we will.
H High Performing	we get the basics right and what we do, we do well. We manage our business efficiently.
R Respect	we respect each other and our customers in a diverse, professional and supportive environment.
I Innovate	we encourage curiosity, we are creative and seize opportunities to grow individually as an organisation and as an area.
V Value	We continually strive for best practice and ways of improving existing procedures, practices and systems and thereby promoting efficiency and cost effectiveness
E Empower	we believe in people, will listen, learn and trust them to make decisions. We help people to realise their ambitions.

“Valuing colleagues as individuals and encompassing our different perspectives to deliver our collective ambitions. One West inclusive culture.”

Should you require this document in another format or language, please contact: Careers@westnorthants.gov.uk

When potential is unlocked, talent *thrives*

Choose a career that offers you a true sense of achievement, fills you with pride and challenges you in a positive way, everyday.

The benefits of a career at WNC include:

- **People** are at the centre of everything we do. Without our people, we wouldn't be able to deliver services to the people in our community.
- **Ambition** runs through everything we do at West Northants Council, we nurture and develop our people's ambition and willingness to succeed, to continually improve the service we provide to the community.
- **Care** is at the heart of West Northants Council, we care in so many ways; seen and unseen, helping our colleagues and community to thrive.
- **Flexibility** is key, we know work-life balance is critical to wellbeing, so we work hard to make sure our benefits package promotes and improves wellbeing; from annual leave, sick pay, family leave and flexible working, financial security offered by a local government pension scheme and life assurance, and discount schemes which make a difference to your day-to-day life, through to employee helplines offering free legal, health, financial and wellbeing advice and support.

We want you to have balance and be happy.

