

PERSON SPECIFICATION

POST: Multi skilled Maintenance Craftsperson – Higher level – Fitter

PRIVATE	ESSENTIAL	DESIRABLE	ASSESSED BY
PHYSICAL			
General Health	Capable of working in maintenance and on construction sites, climbing scaffolds, heavy lifting, ladders, working in confined spaces etc.		Annual review , Personal Development Plan, Application Information, References, Interview and if successful - Medical Examination
			Personal Development Plan, Application Information, References, Interview
ATTAINMENTS	ESSENTIAL	DESIRABLE	ASSESSED BY
Education	Attained a recognised City and Guilds Advanced Craft certified qualification or equivalent plus significant post apprenticeship experience.	Attained or working towards a recognised BTEC/HNC recognised qualification or equivalent	Annual review , Personal Development Plan, Application Information, Qualification Certificates, References, Interview
	Or NVQ level 3 maintenance engineering or equivalent Be willing and able to participate in an ongoing training development programme within NHS Maintenance services Hold a current UK driving licence.	Completed and hold a recognised and certified Supervisory /Leadership/Management qualification Relevant accredited NVQ and NHS Technical Qualifications	
Experience	Be able to demonstrate competence in the required range of technical aspects applicable to the post.		Annual review , Personal Development Plan, Application Information, Qualification Certificates, References, Interview
	Demonstrate a minimum of twelve months previous experience in a maintenance craft role within a large site environment having completed a recognised building/engineering apprenticeship.	Be able to demonstrate some continued training across traditional trade groups	
	Proven ability to understand detailed procedures, concentrate and understand technical drawings and diagrams and diagnose technical faults		
PRIVATE	ESSENTIAL	DESIRABLE	ASSESSED BY

Experience <i>continued</i>	Be able to demonstrate an ability to manage priorities under pressure		Annual review , Personal Development Plan, Application Information, Qualification Certificates, References, Interview
	Be able to problem solve and rectify faults to fit for purpose standards.		
Work Skills	Be able to demonstrate an ability to manage priorities under pressure		Annual review , Personal Development Plan, Application Information, References, Interview
PERSONAL SKILLS	ESSENTIAL	DESIRABLE	ASSESSED BY
Communication	Clear and accurate written and verbal communication skills. Able to listen effectively	Ability to relate to people at all levels within and beyond the Trust.	Personal Development Plan, Application Information, Qualification Certificates, References, Interview
Flexibility	Demonstrate ability to cover in the department and provide reasonable flexibility in terms of hours worked		Annual review , Personal Development Plan, Application Information, References, Interview
	Proven ability to adapt to change		
	Proven ability to work in a team, be supportive of team members		
Learning ability	Proven ability to adapt to new ideas, knowledge and skills.		Annual review , Personal Development Plan, Application Information, Qualification Certificates, References, Interview
	Develop the ability to use own initiative and work under supervision.		
Other skills	Proven ability to keep information confidential	Demonstrable team leading qualities	Annual review , Personal Development Plan, Application Information, References, Interview
		Actively seeks to develop their own knowledge, skills and ability	
		Have external interests outside of the scope of the job	Application Information, References, Interview