

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.

Post Title	Generic Technician and Supervisor	Directorate/Department	Chief Operating Officer / EFCD Estates
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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.)

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.)

Interview	These criteria will be assessed during an interview, should you be shortlisted.
Application	These criteria will be assessed at shortlisting; therefore anything not advised in your application can not be scored.
Presentation	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	
Qualifications / training required			
Requirements	Assessment Method	Essential	Desirable
Time served apprenticeship from recognised body (CITB, City and Guilds, National Vocational Qualification, JIB, Armed Services) or equivalent in a Building Services discipline. Qualifications in relevant subjects to an HNC/HND level, OR equivalent level (HNC) of knowledge and	Application & Interview	X	

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practical experience achieved through experience in a hospital or similar environment.			
Expert specialist trained in building services, systems, and equipment; involving fault-finding, repair, inspection.	Application & Interview	X	
Vocational qualifications, following training/courses to satisfy the Trust's ever expanding highly complex nature of equipment and fabric	Application & Interview	X	
Member of registered/professional bodies such as the IHEEM, IMechE, CISBE, CIOB for the jobholder's specialist field.	Application & Interview		X
Preferably practical experience within the building services engineering contracting and maintenance industries, within the NHS or similar government organisation.	Application & Interview		X
Competent Person WAH Competent Person Washer/Disinfectors Competent Person Confined spaces. Competent Person Steam Competent Person Medical Gas Competent Person Water Hygiene	Application & Interview		X
C&G 2391 Testing and Inspection	Application & Interview		✗
18th edition of the IEE regulations	Application & Interview		✗
Previous or relevant experience necessary			
Requirements	Assessment Method	Essential	Desirable

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Relevant and recent experience in similar maintenance organisation. Sound trade working knowledge Able to demonstrate leadership qualities Experience of "safe system of work" procedures	Application & Interview	X	
Knowledge of other trade topics. Past supervision experience. Relevant experience within a national health service environment or similar government organisation	Application & Interview		X
Aptitudes and skills required			
Requirements	Assessment Method	Essential	Desirable
Analytical problem solving with fault finding skill. Literate.	Application & Interview	X	
Possess essential trade skills (good practice techniques). Inter-personal skills with customer awareness.	Application & Interview	X	
Computer literate.	Application & Interview	X	
Experience of Building Management Systems	Application & Interview	✗	
Multi-skilled or flexible cross-trade skills.	Application & Interview	X	
Up to date experience and knowledge of regulations, statutory requirements, and standards, appropriate within the building engineering services environment.	Application & Interview	X	
Being able to read and interpret engineering and building drawings/plans/specifications,	Interview	X	

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Plant/equipment/services and schematic drawings.			
Must be able to manage own and others work and use own initiative when working alone.	Interview	X	
Familiar with word processors, spreadsheets, and CAD. Experience of building energy management systems and associated plant controls.	Interview		X
Good working knowledge of the Estate Building infrastructure. Therefore, frequent training is required.	Application & Interview		X
Flexible to service change. Committed/motivated attitude to development (Estate Maintenance & Personal).	Application & Interview	X	
Able to work alone or in a team. Adaptable to needs of Estate Maintenance department.	Application & Interview	X	
Able to remain calm in difficult situations. Is motivated and drive to succeed.	Application & Interview	X	
Organisational skills in co-ordinating in-house and contract labour.	Application & Interview	X	
Able to be confident with external contractors.	Application & Interview		X
Work across other departments in the hospital	Application & Interview		X
Demonstration of ability to focus upon task in hand, follow procedures and guidelines to provide documented evidence of safe systems of work.	Application & Interview	X	

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Special requirements of the post			
Requirements	Assessment Method	Essential	Desirable
Perform manual tasks such as lifting and working at height	Interview	X	
Ability to work in patient areas including but not limited to operating theatre, infectious disease wards/areas and augmented care areas	Interview	X	
Undertake rotas without personal difficulty.	Interview	X	
Hold a driving licence	Application & Interview	X	
Live within 60 minutes travel time for out of hours response to the hospital.	Application & Interview	X	
Values and behaviours			
Requirements	Assessment Method	Essential	Desirable
Able to demonstrate behaviours that meet the Trust Values <ul style="list-style-type: none"> • Patients First • Always Improving • Working Together 	Application & Interview	X	