

**Lancashire County Council
Person Specification (Grade 5)**

Requirements	Essential (E) or Desirable (D)	Identified by Application Form (A) or Interview (I)
Qualifications:		
Possession of, or the ability to demonstrate the capability to gain, relevant qualifications, licences or equivalent where applicable.	E	A
Experience:		
Previous relevant experience or the ability to demonstrate the competence to carry out the job.	E	A/I
Knowledge and Skills:		
Enhanced skills appropriate to the job discipline.	E	A/I
Ability to work as member of a team	E	A/I
Ability to work without close supervision	E	A/I
Other (including special requirements)		
1. Commitment to equality and diversity.	E	I
2. Commitment to health and safety.	E	I
3. Display the LCC values and behaviours at all times and actively promote them in others.	E	I

Lancashire County Council

Grade Profile

Grade Profile (Grade 5)

Applies to all posts at Grade 5

Purpose
To apply a broad range of practical methods, semi skilled techniques, diverse work procedures or processes to support an operational area, or completion of relatively complex task
Scope of Work
Role holders will undertake a range of standardized procedures, some of which may be relatively complex and use associated resources. Role holders may be expected to respond independently to unexpected problems or situations.
Accountabilities/Responsibilities
▪ Instructing and checking the work of others; or ▪ Planning and organizing tasks of varying duration; or ▪ Interpreting information, solving task related problems or implementing regulation; or ▪ Producing work of the required standard; or ▪ Providing advice and guidance on established internal policies and procedures. ▪ Completing relatively complex construction tasks
Skills, Knowledge and Experience
▪ Previous relevant experience or the ability to demonstrate the competence to carry out the job. ▪ Possession of, or the ability to demonstrate the capability to gain, relevant qualifications, licences or equivalent where applicable. ▪ Enhanced skills appropriate to the job discipline. In addition to the skills knowledge and experience described above, you may be required to undertake a lower graded role as appropriate.
Performance Indicators
▪ Completion of tasks to required standards and deadlines.