

## Job description

**Job title:** Loader (DWS)

**Grade:** Dorset Council Grade 4

**Job evaluation reference:** NE221

**Job family:** Natural Environment

### Purpose and impact

To carry out waste and recycling collection and, sorting duties on daily rounds.

### Key responsibilities

1. Undertake duties as part of a team, collecting and removing domestic, industrial and commercial refuse from a variety of locations.
2. Collecting refuse and recycling materials and sorting where necessary.
3. To liaise with the public in professional and helpful manner, ensuring any queries or complaints are resolved promptly whilst promoting DWS core values.
4. To comply fully with Health and Safety guidelines, ensuring safe working practices, including assisting the driver in safe manoeuvring of the vehicle.
5. Any other reasonable and comparable duties as required.

NB: The duties and responsibilities of this post are not restrictive, and the post holder may be required on occasion to undertake other duties. This will not substantially change the nature of the post.

### Supervision and management

Reporting to: Supervisor

### Other factors

6. The Post holder will be responsible for the PPE as supplied.
7. Assist with the routine checks and cleaning of vehicles.
8. This is an outdoor based role. Exposure to all weather conditions, traffic conditions, hazards connected to exposure to dirt, dust and noise. Will involve handling of chemicals and contact with unknown substances and materials
9. Contact with the public with risk of challenge or abusive behaviour.
10. The post requires a lot of walking, standing, bending and lifting throughout the day.

### Our values

Our values act as guiding principles, defining what we believe is important in the ways we work together. Our values are Respect, Together, Accountability, Openness and Curiosity. Full details can be found on our website.



**Dorset**  
Council



# Person specification

Applicants will be shortlisted based on demonstrating that they fulfil the following criteria in their application form and should include clear examples of how they meet these criteria. You will be assessed in some or all the specific areas over the course of the selection process.

## Essential

Essential criteria are the minimum requirement for the above post.

<b>Qualifications / training / registrations</b>	<b>Assessed through:</b>
Required by law, and/or essential to the performance of the role	
1. A general standard of education	Application form
<b>Experience</b>	
2. Previous experience of working within a demanding manual role	Application form
3. Ability to understand and explain instructions verbally	Application form
<b>Skills, abilities &amp; knowledge</b>	
4. Knowledge and experience within area of responsibility	Interview Assessment
5. Awareness of health and safety	Interview Assessment
6. Prepared to work in all weather conditions.	Interview Assessment
7. Willingness to work out of hours in emergency circumstances	Interview Assessment
<b>Our values</b>	
8. Respect	Interview Assessment
9. Together	Interview Assessment
10. Accountability	Interview Assessment
11. Openness	Interview Assessment
12. Curiosity	

## Desirable

Desirable criteria will only be used in the event of a large number of applicants meeting the minimum essential requirements.

<b>Qualifications / training / registrations</b>	<b>Assessed through:</b>
13. First aid	Application form
14. NVQ 2 or equivalent in Waste Environment.	Application form
<b>Experience</b>	
15. Experience of working within the waste collection environment	Application form
16. Experience of working with the public	Application form
<b>Skills, abilities &amp; knowledge</b>	
17. Knowledge of waste/cleansing industry	Interview Assessment
18. Ability to work as part of a team	Interview Assessment



19. Awareness of working within the public domain	Interview Assessment
20. Able to work to instruction and within set deadlines.	Interview Assessment

<b>Approval</b>			
Manager		Date	January 2025

