



## Technical Manager (Mechanical)

### Assessment Information

Thank you for your interest in the above role. Below, you will find information on how the different competencies outlined in the person specification will be assessed throughout the Recruitment process as well as information on the vacancy timeline. Throughout the process, you will be assessed against the competencies captured in the person specification and the key behaviours set out in the SPS Behavioural Competency Framework (BCF). All Recruitment at SPS is based on the Behavioural Competency Framework which outlines the key behaviours and standards required both of applicants and existing staff. Further details on the SPS Behavioural Competency Framework can be found on the Careers section of our website.

#### Competencies you will be assessed against:

| Person Specification  | Essential /Desirable | Assessment  |
|---|----------------------|-------------|
| <b>Qualifications</b>   |                      |             |
| <p>Have completed a recognised apprenticeship in in Engineering Services (mechanical) or plumbing or heating and ventilation.</p> <p>For example SVQ level 3 or City and Guilds Level 3 and a National Certificate (or equivalent) in Engineering Services (mechanical) or plumbing or heating and ventilation.</p> <p>You will hold a current gas qualification.</p> | <b>ESSENTIAL</b>     | Application |
| Have completed HNC in an engineering subject or prepared to work towards one with full support from   | <b>ESSENTIAL</b>     | Interview   |

|   |                  |  |
|---|------------------|--|
| SPS if required.  |                  |  |
| <b>Experience</b>   |                  |  |
| <p><b>ESTATES MAINTENANCE EXPERIENCE</b></p> <p>Experience of mechanical, gas, plumbing, heating and ventilation maintenance and repair work and also a willingness to develop new skills in electrical and building maintenance. This includes experience of providing support, advice and direction to others in carrying out installation works or complex mechanical repairs.</p> | <b>ESSENTIAL</b> | Application Interview                  |
| <p><b>IT SKILLS</b></p> <p>Proven IT skills within a maintenance environment.</p>   | <b>ESSENTIAL</b> | Interview                              |
| <p><b>DRIVING/TRAVEL</b></p> <p>A full driving licence that enables the person to drive in the UK, however SPS is willing to consider proposals put forward by applicants to carry out the duties by any other means.</p>   | <b>ESSENTIAL</b> | Interview                              |
| <b>Knowledge &amp; Skills</b>   |                  |  |
| <p><b>KNOWLEDGE OF LEGISLATION</b></p> <p>Sound knowledge of relevant legislation including Health &amp; Safety, Safe Systems of Work, Building and Fire Regulations, Lifting Operations and Lifting Equipment regulations (LOLER) and gas regulations.</p>   | <b>ESSENTIAL</b> | Application Discussion Topic Interview |
| <p><b>PLANNING AND PRIORITISING</b></p> <p>Evidence of your excellent organisational skills, demonstrating your ability to prioritise, forward plan and manager competing demands to ensure outputs are delivered on time.</p>  | <b>ESSENTIAL</b> | Interview                              |
| <p><b>BUILDING AND MAINTAINING RELATIONSHIPS</b></p> <p>Evidence of your ability to foster effective working relationships with a range of stakeholders and influence others to achieve desired outcomes.</p>   | <b>ESSENTIAL</b> | Discussion Topic Interview             |

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|--|-------------------------|-----------------------------------|
| <p><b>PROBLEM SOLVING AND DECISION MAKING</b></p> <p>Evidence of your excellent problem solving skills and your ability to provide practical and creative solutions to a range of resourcing issues.</p> | <p><b>ESSENTIAL</b></p> | <p>Discussion Topic Interview</p> |
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**Selection Process Timeline:**

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|----------------------------------|---|
| <p><b>Application Window</b></p> | <p>Live: <b>11 January 2019</b></p> <p>Close: <b>25 January 2019</b></p>  |
| <p><b>Short Listing</b></p>      | <p><b>30 January 2019</b></p> <p>If unsuccessful at this stage you will be notified via the Online Recruitment system.</p>  |
| <p><b>Assessment Day</b></p>     | <p>The Assessment Day will consist of a Discussion Topic and Interview.</p> <p>The Assessment Day will take place on <b>07 February 2019</b>.</p> <p>Further information will be provided to candidates progressing to this stage of the process by way of a formal invite to assessment.</p> |