



Maintenance Operative

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.

Our shortlisting process will focus on the essential qualification and experience requirements as outlined in the person specification and we would therefore encourage you to ensure that all qualifications and experiential elements as outlined in the person specification are fully evidenced within your application.

Competencies you will be assessed against:

Person Specification	Essential /Desirable	Assessment
Qualifications		
Minimum of two National 5's, including Maths and English or equivalent qualifications or relevant experience of practical or manual working.	Essential	Application
Experience		
Skills and experience in using and handling tools and equipment; please provide examples of your experience.	Essential	Application Interview
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.	Essential	Interview

Experience in carrying out basic engineering maintenance, repair tasks, grounds maintenance and painting; please provide examples of your experience.	Desirable	Interview
Knowledge & Skills		
A basic understanding of Health and Safety in the workplace; please provide examples.	Essential	Interview
Be able to work as part of a team; please provide examples.	Essential	Interview
Positive attitude towards training and learning new skills; please provide examples.	Essential	Interview
Have a flexible approach to a wide variety of tasks; please provide examples.	Essential	Interview

Selection Process Timeline:

Application Window	Live: 18 February 2019 Close: 8 March
Short-listing	11 March We will review your application to determine who is being shortlisted for the assessment day. We will update you of the outcome via the Online Recruitment system.
Assessment Day	19 March This assessment day will consist of an Interview. Further information will be provided to candidates progressing to this stage of the process by way of a formal invite to assessment.