

Person Specification

Job Title: Waste Manager

Attributes	Essential	Desirable
QUALIFICATIONS	<p>Postgraduate qualification in a relevant subject area (waste and/or environmental management, science or engineering) or knowledge and experience equivalent to a an equivalent level</p> <p>Good general education</p> <p>Membership of a relevant professional body such as the Chartered Institute of Waste Management (CIWM).</p> <p>IOSH qualified.</p>	<p>Chartered Member of a relevant professional body such as CIWM or IEMA</p> <p>Project Management qualification.</p>
KNOWLEDGE	<p>Detailed knowledge of waste legislation</p> <p>Detailed knowledge of health and safety legislation with regards to waste management.</p> <p>Detailed knowledge of municipal and clinical waste operational supply chains and contingency arrangements across all parties.</p>	<p>Knowledge of ICT solutions to improve operational performance</p> <p>In-depth awareness of Government policies and strategies in relation to waste management</p> <p>Knowledge of all aspects of running a permitted waste processing facility (as evidenced through WAMITAB level 4 qualification)</p> <p>Detailed knowledge and understanding of the waste & resources policy landscape (as evidenced through CIWM accreditations).</p>

TRAINING AND EXPERIENCE	<p>Operational waste management experience in a large organisation</p> <p>Experience of delivering waste training</p> <p>Experience of site wide, multi-department waste auditing against policies and procedures</p> <p>Track record of developing and delivering waste and resources initiatives and delivering tangible outcomes and improved performance</p> <p>Experience of auditing 3rd party waste disposal/processing sites.</p> <p>Addressing compliance breaches with operators and regulatory agencies.</p>	<p>Experience of waste management within an NHS organisation</p> <p>Experience of waste compositional auditing</p> <p>Experience of working as Technically Competent Person (TCP) on a waste processing site.</p> <p>Experience in a commercial waste environment</p>
SKILLS AND ABILITIES	<p>Excellent analytical skills with the ability to respond to differing situations quickly and effectively</p> <p>Ability to communicate effectively both orally and in writing</p> <p>Ability to manage a variable and challenging workload and multi-task</p> <p>Strong interpersonal skills to support the development of excellent working relationships with personnel outside the direct management of the individual</p> <p>Ability to work to deadlines</p> <p>Attention to detail</p>	

	<p>Ability to influence front line and management staff at all levels</p> <p>Knowledge of relevant British and European waste legislation, NHS guidance and best practice.</p> <p>Ability to communicate and engage with clinical, technical and senior managerial staff both inside and outside the organisation at all levels with regards to waste management</p> <p>Ability to develop, implement and monitor policies and procedures to manage waste</p> <p>IT literate</p> <p>Ability to present complex data in an accessible and engaging format</p> <p>Full driving licence and access to own vehicle</p> <p>Ability to cope with conflicting demands</p> <p>Creative, lateral thinker with an ability to generate solutions</p>	
ATTRIBUTES	<p>Ability to work autonomously</p> <p>Resourceful and resilient</p> <p>Strong negotiation skills</p> <p>Strong communicator</p> <p>Initiative</p> <p>Commitment</p> <p>High standards</p> <p>Flexible and adaptable</p>	

	<p>Reliable</p> <p>Ability to assign priority to own work</p> <p>Organised, methodical and professional approach</p> <p>Excellent time management</p> <p>Decisive</p> <p>Team worker</p> <p>Ability to remain calm in difficult situations</p> <p>Ability to deal with unpleasant environments</p>	
OTHERS	<p>Commitment to the wider sustainability agenda</p>	

MFT Values and Behaviours Framework 'Together Care Matters'

This below table outlines the types of behaviours you'd be expected to exhibit if you were living our Values and Behaviours effectively within your role.

Value	Behaviours we want - Examples of this Value in practice
Working Together	<ul style="list-style-type: none"> • I listen and value others views and opinions • We work together to overcome difficulties • I effectively communicate and share information with the team • I do everything I can to offer my colleagues the support they need
Dignity and Care	<ul style="list-style-type: none"> • I treat others the way they would like to be treated – putting myself in their shoes • I show empathy by understanding the emotions, feeling and views of others • I demonstrate a genuine interest in my patients and the care they receive • I am polite, helpful, caring and kind
Everyone Matters	<ul style="list-style-type: none"> • I listen and respect the views and opinions of others • I recognise that different people need different support and I accommodate their needs • I treat everyone fairly • I encourage everyone to share ideas and suggestions for improvements
Open and Honest	<ul style="list-style-type: none"> • I admit when I have made a mistake, and learn from these • I feel I can speak out if standards are not being maintained or patient safety is compromised • I deal with people in a professional and honest manner • I share with colleagues and patients how decisions were made