

# Lancashire County Council

## Grade Profile

### Grade Profile (Grade 5)

Applies to all posts at Grade 5

<b>Purpose</b>
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
<b>Scope of Work</b>
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.
<b>Accountabilities/Responsibilities</b>
<ul style="list-style-type: none"><li>▪ Instructing and checking the work of others; or</li><li>▪ Planning and organizing tasks of varying duration; or</li><li>▪ Interpreting information, solving task related problems or implementing regulation; or</li><li>▪ Producing work of the required standard; or</li><li>▪ Providing advice and guidance on established internal policies and procedures.</li><li>▪ Completing relatively complex construction tasks</li></ul>
<b>Skills, Knowledge and Experience</b>
<ul style="list-style-type: none"><li>▪ Previous relevant experience or the ability to demonstrate the competence to carry out the job.</li><li>▪ Possession of, or the ability to demonstrate the capability to gain, relevant qualifications, licences or equivalent where applicable.</li><li>▪ Enhanced skills appropriate to the job discipline.</li></ul> <p>In addition to the skills knowledge and experience described above, you may be required to undertake a lower graded role as appropriate.</p>
<b>Performance Indicators</b>
<ul style="list-style-type: none"><li>▪ Completion of tasks to required standards and deadlines.</li></ul>

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

Requirements	Essential (E) or Desirable (D)	Identified by Application Form (A) or Interview (I)
<b>Qualifications:</b>		
Possession of, or the ability to demonstrate the capability to gain, relevant qualifications, licences or equivalent where applicable.	E	A
<b>Experience:</b>		
Previous relevant experience or the ability to demonstrate the competence to carry out the job.	E	A/I
<b>Knowledge and Skills:</b>		
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
<b>Other (including special requirements)</b>		
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