



## PERSON SPECIFICATION

**Job Title:** Harbour Operative (Fixed Term)

**Date:** March 2026

**Location:** Portavogie Harbour

SPECIFICATION	ESSENTIAL	DESIRABLE
Qualifications/ Attainments		<p>Fork lift truck certificate of competency</p> <p>Health and Safety training e.g. Construction Skills Register (CSR)</p> <p>Food hygiene certificate</p> <p>Fitting, mechanical engineering or construction skills, NVQ or equivalent</p>
Relevant Experience	Experience of cleaning and maintaining property (buildings, roads etc.)	<p>Experience of operating and maintaining mechanical plant and equipment</p> <p>Experience of Fork Lift Truck operation in a commercial environment</p> <p>Experience of Health and Safety procedures in an operational environment e.g. building site, factory or fishing vessel</p> <p>Experience of working in a marine or harbour environment</p> <p>Experience of waste collection and waste recycling</p> <p>Cleaning / Sanitary duties in a food handling environment</p>

SPECIFICATION	ESSENTIAL	DESIRABLE
Abilities	<p>Basic standard of spoken and written English with the ability to communicate clearly in both oral and written formats and to follow instructions.</p> <p>Ability to keep accurate records and to work on own initiative without supervision.</p>	
Personal Qualities	<p>Honest and dependable</p> <p>Good health and physically fit for outdoor work in all weather conditions</p> <p>Ability to cope with routine tasks and to get along with people</p> <p>Customer focused approach</p>	
Personal Circumstances	<p>Current driving licence which is valid in the UK</p> <p>Flexible approach to working hours</p> <p>Ability to work overtime at short notice during the week or weekends</p> <p>Access to a form of transport (appropriately maintained and insured) which enables requirements of the post to be met</p> <p>Willing to undergo relevant training and learn new skills e.g. FLT course / Health and Safety</p>	

Conditions:

- Only applicants who demonstrate clearly on the application form that they have the required level of qualifications and experience will be considered for the next stage of the process.
- Initial shortlisting will be carried out using the “essential” criteria set out above. If further shortlisting is necessary, then the “desirable” criteria will be applied.
- NIFHA reserves the right to carry out assessment testing for some or all of the above Job Specific Competencies/Abilities.
- The successful candidate will be required to provide evidence of their qualifications and training.
- Before commencing duties, the successful candidate will be required to produce evidence of eligibility to work in the UK.