

PERSON SPECIFICATION

Job Title: Harbour Operative

Date: September 2026

Location: Kilkeel Harbour

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

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

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.