

## DSWA TRAINING BURSARY - PERSON SPECIFICATION

	Essential	Desirable	Method of Assessment
<b>Education</b>	Good written and arithmetic skills	Ability to complete the written requirements of the traineeship ie. a Training Record, portfolio, evaluation	Application form, interview and references. References followed up prior to offer.
<b>Experience</b>	Determination to complete a demanding training course. A flexible approach to work patterns especially in harsh weather.	Significant experience of: Working as part of a team Manual work Working outside Taking instruction Developing a skill	Application form, interview, practical test at assessment day, references
<b>Skills / Knowledge</b>	Ability to communicate effectively by phone, text, email.  Ability to fulfill the transport requirements of the post.	Some experience of walling and the built landscape Ability to undertake work with a local business	Application form Selection Process Assessment day / interview  Current full driving Licence/ proof of ability to get to work site
<b>Personal Qualities</b>	Aptitude & interest in the traditional skill of dry stone walling. Ability to work using own initiative. An organised approach to work. Reliability and self-reliance. Willingness to work outside normal office hours. Willingness to travel to gain experience.	A personal commitment to and interest in landscape heritage. Understanding of the basic principles of dry stone walling.  Interest and motivation in gaining skills to set up in business.	Application form Selection Process Assessment day / interview