



Cumberland Council

Post Specification

Date	July 2025
Post Group Number	8686
Post Title	Small Mechanical Sweeper Driver
Job Family	Operations
Job Family Role Profile	OP5
Final Grade	6

To be read in conjunction with the job family role profile

Service Area description

To support Cumberland Council in delivering its Council Plan to improve the health and wellbeing of local people, through the delivery of safe, efficient and quality services. This role is responsible for delivering a high-quality street cleansing service across Cumberland. This is a high-profile, high-risk and highly valued service area, and you will have a key role in ensuring the services which you provide are delivered fully in with expectations in terms of quality, safety and overall performance.

Purpose of this post

- To lead and participate in mechanical street sweeping and associated cleansing operations, ensuring public spaces are maintained to a high standard.
- To ensure a high standard of cleanliness is delivered on highways, car parks, and all public spaces.
- To portray a positive image of Cumberland Council.

Key job specific accountabilities

1. To operate mechanical sweeping vehicles to carry out scheduled and reactive street cleaning duties across the district, including all carriageways, footways, and public spaces.
2. To undertake a range of specialist cleansing activities such as sweeping, power washing, and litter picking, using the appropriate equipment and techniques.
3. To adhere to all Council policies, procedures, and operational standards and work towards achieving agreed service performance targets and contribute to continuous service improvement.
4. To promote and implement best practice in health, safety, and welfare and ensure full compliance with all relevant legislation, guidance, and council protocols.
5. To undertake duties in a manner that ensures residents and other customers receive reliable, consistent and effective services that are delivered in a professional, responsive and caring manner, including flexible working patterns required in order to satisfy the needs of the service
6. To respond to emergency incidents, including road traffic collisions, flooding, and hazardous material spillages, both during standard working hours and as part of the designated out-of-hours response rota if required.

7. To be responsible for presenting a positive image of Cumberland Council by professional conduct, especially when in contact with the public and other customers.
8. To maintain effective lines of communication with management, and team members to ensure effective service delivery.
9. To participate in Council training and personal development as required, maintaining an adequate working knowledge to effectively fulfil the requirements of the post.
10. To participate in pilot schemes and trials of new operating methods as required.
11. To promote and support an inclusive, respectful, and non-discriminatory working environment by working collaboratively with colleagues and engaging with customers in a manner that upholds the Council's values.
12. To work flexibly across the wider Public Spaces service and undertake such other duties required from time to time and are commensurate with this position.

Please note annual targets will be discussed during the appraisal process

Key facts and figures of the post

Budget Responsibilities	<ul style="list-style-type: none"> • None
Staff Management Responsibilities	<ul style="list-style-type: none"> • None
Other	<ul style="list-style-type: none"> • To take reasonable care for your own health and safety.

Essential Criteria - Qualifications, knowledge, experience and expertise

Education & Qualifications	<ul style="list-style-type: none"> ○ Possession of a current valid UK driving licence. ○ Trained in manual handling safe lifting procedures (D) ○ NVQ level 2 in Literacy and Numeracy or equivalent (D)
Experience, Knowledge & Understanding	<ul style="list-style-type: none"> ○ Experience of working in Street Cleaning (D) ○ Knowledge of current legislation relevant to the post (D) ○ Knowledge of Health and Safety requirements relative to this post (D) ○ Specialist knowledge of driving mechanical road sweepers (D) ○ Strong understanding of road safety regulations and safe driving practices, particularly in public and high-traffic environments.
Skills	<ul style="list-style-type: none"> ○ Able to read and follow instructions ○ Able to complete relevant paperwork associated with the post ○ Able to show initiative and also work as part of a team ○ Proven ability to work with minimum supervision ○ Ability to identify and address areas requiring additional cleaning or maintenance to meet cleanliness standards ○ Good communication skills ○ Able to follow schedules efficiently and prioritise tasks during routine and reactive works. ○ Professional attitude when interacting with the public, with an understanding of the importance of maintaining a clean and safe environment.
Personal qualities & Commitment	<ul style="list-style-type: none"> ○ Ability to work to sometimes challenging demands and produce high standard of outputs within constraints of budgets and timescales. ○ Commitment / enthusiastic / driven to provide quality services and committed to an ethos of continuous improvement. ○ Strong team player ○ Highest standards of personal integrity ○ Commitment to highest levels of service delivery ○ Confident and tactful

Disclosure and Barring Service – DBS Checks

This post does not require a DBS check.

Job Working Circumstances	
Emotional Demands	<ul style="list-style-type: none"> Minimal
Physical Demands	<ul style="list-style-type: none"> Lifting, Pulling, carrying and walking
Working Conditions	<ul style="list-style-type: none"> The role involves working outdoors in all weather conditions, including adverse weather such as rain, snow, and extreme temperatures. The post holder may be exposed to unpleasant odours, waste materials, and occasionally challenging or confrontational behaviour from members of the public. A calm, professional attitude and adherence to safety and conduct protocols are essential at all times.
Other Factors	
<p>To model positive behaviour standards, placing health and wellbeing at the heart of everything we do, and displaying / reinforcing the Council's values (Ambitious, Collaborative, Compassionate, Empowering, Innovative).</p> <p>Ability to travel to, and work from, different locations across Cumberland, including occasional travelling out of the area when needed, including at times beyond standard working hours.</p> <p>Overtime opportunities may occasionally be available to support operational needs, emergency responses, statutory service requirements, or special projects. While participation in overtime is not mandatory, employees may be invited to volunteer for additional hours. Any overtime worked will be arranged in accordance with service requirements and relevant policies, with reasonable notice provided wherever possible.</p>	