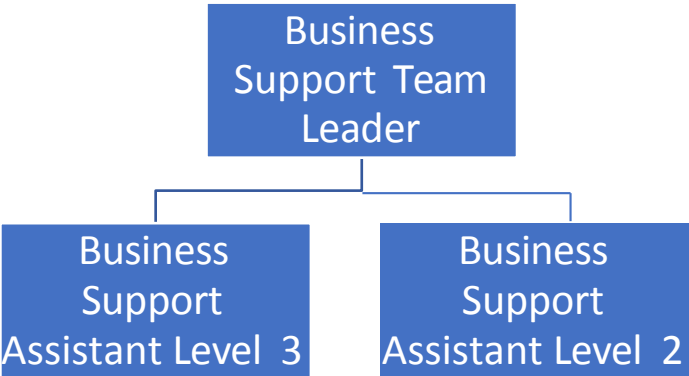


JOB DESCRIPTION & PERSON SPECIFICATION

Director Area: Resources	Job Ref Number: 02551
Service Area: Business Support	Grade: 4 (click here for value)
Job Title: Business Support Assistant Level 3	
<p>PURPOSE OF JOB:</p> <p>As part of the wider Business Support family, to provide a high level of flexible and resilient support to all internal and external customers across Lincolnshire County Council through provision of complex administrative, clerical and/or other associated supportive functions.</p> <p>Support the delivery of excellent customer service as part of a cross -functional and multi skilled team, ensuring work is completed within agreed standards and timescales, decision making without the need for approval or escalation.</p>	
<p>TEAM STRUCTURE:</p> <div style="text-align: center;">  <pre> graph TD A[Business Support Team Leader] --> B[Business Support Assistant Level 3] A --> C[Business Support Assistant Level 2] </pre> </div>	
MAIN DUTIES:	
1	<p>To work within a defined Business Support team providing a high level of support across a variety of administrative and clerical functions, including but not limited to meeting support, data entry, general office support and completion of defined service tasks.</p> <p>Tasks can include:</p> <ul style="list-style-type: none"> • High level administrative support within defined service areas such as Adult Care and Community Wellbeing, Children's Services, Environment and Economy, and Finance and Public Protection and often within locality teams supporting multiple service areas • Administration to support complaints and applications for services such as

	<p>Blue Badge parking scheme</p> <ul style="list-style-type: none"> • Compilation of performance information • Data entry • Arranging training/meetings and supporting facilitation of these • Mail services • Supporting compliance checks • Production of management information for customers • Typing services, filing, photocopying and telephone cover • Reception duties
2	<p>Undertake complex and confidential tasks which requires either issuing on behalf of and/or decision making without escalation to include:</p> <ul style="list-style-type: none"> • Dedicated Recruitment Tasks • Support to Coroner Services • Support to the Local Enterprise Partnership (LEP) • Technical support to Street Lighting • Primary and Complex requisitioning for multiple Services Areas • Commercial Procurement (Apprenticeship) and Legal • Children's Financial Review • Audit and County Fraud (Apprenticeship) • Support to Fire and Rescue, Emergency Planning Services
2	<p>Where necessary owing to the remoteness or flexibility of the service, be a Procurement Card holder. Purchases to be made within Business Support guideline for emergency purchasing.</p>
3	<p>Perform monitoring and maintenance tasks of all information systems, including but not limited to, corporate systems and Directorate/Service bespoke systems. Provide reports through the use of technology and systems.</p>
4	<p>To provide flexible cover and support to other teams where business need occurs such as supporting minutes or within Children's Centres.</p>
5	<p>To operate and update various LCC computer systems accurately and within defined areas of responsibility, sometimes without oversight from Senior Management, complying with all LCC policies and within timescales.</p>
6	<p>To support LCC's Information Governance principles and contribute towards the safe and confidential capturing, handling, transfer and storage of data</p>
7	<p>To provide a high quality customer service to both internal and external customers, resolving, where possible, expressions of dissatisfaction or complaints, and promote Equality and Diversity at all times.</p>
8	<p>To ensure the smooth running of the team office through provision of generic administrative support tasks such as filing, photocopying and typing.</p>
9	<p>To undertake complex purchasing/financial support activity in accordance with relevant financial regulations to include being a primary requisitioner and undertaking complex requisitioning for multiple areas. To issue and make decisions within this financial support activity on behalf of Service and/or Senior Management.</p>

10	To take personal responsibility for completing allocated areas of work as part of individual and team objectives and identify any improvements to operational processes, making best use of LCC resources.
11	Remain up to date with all training requirements of the role including but not limited to Information Governance and Safeguarding and ensure that these are implemented on a daily basis.
12	Remain up to date and compliant with all relevant legislation, organisational procedures, policies and professional codes of conduct in order to uphold standards of best practice.

PERSON SPECIFICATION

KNOWLEDGE AND SKILLS	How identified*	Essential	Desirable	Core Competenc
At least 5 GCSE passes at Grade C or above or equivalent	A	✓		Personal Responsibility
Apprenticeship or NVQ Level 3 Business Administration or equivalent (achievement of 80% of units and off the job training if in progress)	A	✓		Personal Responsibility
Experience of MS Office: Word, Excel as a minimum	A	✓		Technical Skills
Understanding of how to provide excellent customer Service	I / T	✓		Customer Service
Experience in dealing with the public either face to face, telephone written capacity	A / I	✓		Customer Service
Is thorough and pays attention to detail	A / T	✓		Personal Responsibility
Demonstrating problem solving capabilities.	A / I	✓		Problem Solving
Working on own initiative	I / T	✓		Initiative, Creativity and Innovation
Good written and verbal skills	A / I	✓		Communication
Committed to self-development including the ability to attend training courses which may be away from the office	A / I	✓		Personal Responsibility
Flexibility and a responsible approach to work	I / T	✓		Flexibility
Experience of adapting rapidly to changing situations and priorities and is able to cope with unclear situations	I / T	✓		Time and Workload Management
Experience of Data entry	A / I		✓	Advanced Technical Support

Experience in Minute Taking	A / I	✓		Minute Taking
Willingness to learn and progress and undertake minute taking	I	✓		Minute Taking
Seeks common ground with others and own team	I / T	✓		Team Workin
An awareness of Health and Safety within the workplace	A / I		✓	Health and Safety Awareness
An Awareness of Data Protection within the workplace	A / I	✓		Data Protection and Information Governance
Ability to respond quickly and positively to changing priorities	A / I	✓		Decision Making
Ability to provide practical support to colleagues	I		✓	Developing Others
Awareness and adherence of Financial Regulations	I	✓		Financial Support
Understand the impact of personal behavior and decisions on others	I	✓		Influencing Skills

*A = Application form T = Test/Assessment I = Interview P = Presentation

GENERAL

The postholder is required to take personal responsibility for contributing to organisational transformation and changes in ways of working, maximising the benefits and efficiencies for both internal and external customers, including the promotion and use of self-service to achieve maximum cost effectiveness.

The postholder is expected to work to the Lincolnshire County Council Core Values and Behaviours and to carry out the duties in accordance with Lincolnshire County Council policies.

Other Duties - The duties and responsibilities in this job description are not exhaustive. The post holder may be required to undertake other duties within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the post holder.

Safeguarding -. All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Lincolnshire County Council Safeguarding Policy. In addition employees working with children and vulnerable adults have a responsibility to safeguard and promote the welfare of children and vulnerable adults during the course of their work.

Job Details:	
Job Title	Business Support Assistant Level 3
Identifier	02551
Director Area	Resources
Service Area	Business Support
Section	
Date	07/06/2018
Score	324
Grade	Grade 4
Description	

Factor Levels:	
Supervision/Management Of People	1
Dispersal Awarded	No
Creativity & Innovation	3
Contacts & Relationships	2
Decisions - Discretion	2
Decisions - Consequences	2
Resources	1
Work Demands	2
Physical Demands	1
Working Conditions	1
Work Context	1
Knowledge & Skill	3