

Pest Control Technician

Company name:	Mitie Pest Control
Job Title:	Pest Control Technician
Reporting to (position):	Service Manager

Our values and behaviours

An individual's belief in our values and behaviours is as important as their technical and/or professional know how which is why our Job Descriptions are written with these in mind.



Salary

Level	Basic Salary	Productivity Bonus	Work Quality Bonus	Commission	Overtime (Average per year)	Major City	Foot Tech	Overall Total Earnings*
1	Attractive Remuneration Package	Yes	Yes	Yes	Yes	Yes	Yes	Attractive Remuneration Package
2	Attractive Remuneration Package	Yes	Yes	Yes	Yes	Yes	Yes	Attractive Remuneration Package Yes
3	Attractive Remuneration Package	Yes	Yes	Yes	Yes	Yes	Yes	Attractive Remuneration Package Yes
4	Attractive Remuneration Package	Yes	Yes	Yes	Yes	Yes	Yes	Attractive Remuneration Package Yes
SST	Attractive Remuneration Package	Yes	Yes	Yes	Yes	Yes	Yes	Attractive Remuneration Package Yes

Level
 1 – Trainee Technician, no qualifications in relation to pest control, GCSE or equivalent in Maths and English
 2 - Working towards or hold I.P.C.A. / RSPH Level 2 qualification or equivalent (or degree – any subject), experience with pests/wildlife/shooting recreationally

- 3 - Qualified Technician I.P.C.A. / RSPH Level 2 or (or degree in Relevant subject), experience of working for another pest control company
- 4 - Qualified Technician I.P.C.A. / RSPH Level 2 & BPCA Accredited Technician and above, experience of working for another pest control company

SST – (Service Support Technician) Technician as level 4 but must show flexible working hours in support of the service manager, excellent on-site service standards, excellent knowledge of Mitie On Line training modules, high level of customer service experience or qualification.

NB: Major City Weighting is subject to appointment location and payable at Regional Directors discretion. Foot Tech is allowance is for non van tech's.

Job objectives and responsibilities

- Facilitate the smooth running of the business through the treatment of pest infestations on commercial, residential and government properties.
- Primarily, the Pest Control Technician will travel to various premises within a geographical area to inspect, report on pest levels and organise/undertake treatment programs

Main duties

- Inspect customer premises and report on status of premises on levels of pest infestation.
- Organise and undertake a programme of treatments using pesticides to control pests.
- Write reports (as required) on all inspections undertaken to include details of treatment.
- Record all visits to customers on P.D.A.
- Report on a daily basis to Service Centre via P.D.A.
- Undertake minor proofing works to prevent pest infestation.
- Sell new and additional work as opportunities arise.
- Attend training to develop relevant knowledge and skills.
- Complete MITIE eLearning Training in own time outside work hours.
- Any other “ad hoc” duties as required by the needs of the business.

Person Specification

Pre-Employment:

- Competent written & verbal communication Skills
- Relevant ‘level’ criteria as above
- Full valid driving licence (for Van Technicians).

Induction – 6 Months:

- Health and Safety Induction
- MFM Asbestos Training.
- MFM Risk Assessment Training.
- MFM Safe use of Ladders & Stepladders Training.
- Equal Opportunities and Diversity Training.
- MITIE e-learning Training Program during own time at home location
- MITIE Pest Control Written Competency Assessment.
- MITIE Pest Control Practical Competency Assessment.
- Use of Air Weapons Training.

Benefits

- **Holiday Entitlement,**

Number of Holidays year 1 employment
20

- **Pension,**

Auto enrolment pension
Y

- Monthly productivity bonus, A scaled % payment dependant on level of turnover based on all chargeable work payable 1 month in arrears
- Quality bonus - All technicians will have a minimum of 6 quality audit checks per year on the quality standards of site work. Those maintaining a consistent quality standard according to a variety of criteria, will be eligible for a level of bonus subject to obtaining the minimum score applicable to that amount. (Paid in April)
- Over-time available.
- Commissions, 10% on new contracts, 3% , on jobs, 3% on leads
- Major city Weighting Payment (if applicable to Location)
- On Call payment of €50 when participating in duty rota
- Bank Holiday – one day off in lieu, if on call for a Bank Holiday

Health and Safety responsibilities

- Follow Group and company policies and procedures at all times;
- Report any apparent deficiencies in systems of work or equipment provided that may result in failure of service delivery or risk to health and safety or the environment;
- Use all work equipment and personal PPE properly and in accordance with training received;
- Report any issues or training needs to your Line manager and /or via your divisional incident reporting system;

Note

This job description is intended to give the post holder an appreciation of the role envisaged for this position and the range of duties undertaken. Specific tasks and objectives will be agreed with the post holder throughout the period of employment. The job description may be varied from time to time by the Company to reflect changes in the post holder's role and/or the needs of the business.