
Hair Guild Ireland &
Screen Guilds of Ireland
Competency Framework

Hairdressing Department



Fís Éireann
Screen Ireland





Hairdressing Department

Roles

1. Hair Designer
2. Hairdresser
3. Junior Hairdresser

Hair Designer

A Hair Designer is responsible for creating, developing and executing the looks for each character on screen. Through these looks, the audience is visually informed of the time period, genre, class, culture and situation of the film. To do this, a high level of experience, technical skill, creativity and knowledge of the industry and craft is expected. The ability to deliver expectations in a fast-paced deadline driven environment while adjusting to changing circumstances. Hair design has an influential part in the storytelling as it helps the actor become and portray a character, creating a visual that coincides with the script. A Hair Designer collaborates with directors, actors, producers, network representatives and the Make-up and Costume Departments. Also a managerial role, the designer must engage a skilled department who can fulfil the needs of a particular script to a high industry standard, in terms of style, craft, specific ability, extensive background, period, wig work, etc. The designer has the responsibility to hire the most competent personnel for the project.

Key tasks:

1. Develop and create hair designs that meet the expectations of the director, actors and producers
 2. Balance the hair design against the script, shooting environment and time allowance
 3. Plan and budget
 4. Hire hair team
 5. Managerial role/responsibility
 6. Communication
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Task statements

Task statement 1:

Develop and create hair designs that meet the expectations of the director, actors and producers

Associated activities

- ✓ Hold effective conversations with director's , actors, and other HODs
- ✓ Provide a high level of technical skill, ability to do create all period, contemporary and genre looks with attention to detail
- ✓ Collaborate effectively with other departments to meet desired standards
- ✓ Strong knowledge and experience with application, preparation, maintenance and styling of wigs and hairpieces
- ✓ Contribute to ongoing look development conversations, giving creative and specialised input where needed. Developing suggestions factually and creatively
- ✓ Understand the preliminary brief given and start necessary research to develop and expand on ideas
- ✓ Provide mood boards and visuals
- ✓ Do tests and trials of stages and various looks documenting and eliminating where necessary
- ✓ Have an eye for detail and be able to identify and address any imperfections or inconsistencies in hairstyles to ensure they meet the desired standards
- ✓ Supply a high level of experience and technical skill when establishing looks
- ✓ Liaise with makeup, costume, lighting etc. when doing camera tests and show and tells. Be present and ready at tests to adjust and collaborate
- ✓ Delegate and manage necessary cast and crowd test preparation with team in order to speed the process, such as haircuts, stock sourcing, product orders, colours, wig prep, wig measurements and making, hairpiece setting and styling, weft dying, etc.

Task statement 2:

Balance the hair design against the script, shooting environment and time allowance

Associated activities

- ✓ Create hair designs based on the accumulative information gathered from meetings with actors, directors and make-up
- ✓ Weigh up all aspects of the desired looks against the shooting schedule. That the looks can be changed and adapted to the script needs in a realistic time frame
- ✓ Developing these looks on the based knowledge of the script story and story days, i.e. stages of breakdown, wet hair, action sequences, stunt doubles, wig changes, ageing, passing time, hair length variations and general style maintenance
- ✓ Ensure the actor is aware and content with any changes in looks and the duration of time it takes to create and wrap the look
- ✓ Inform and communicate the necessary time needed to complete hair design, look changes and wrap times that may effect scheduling or contract restrictions
- ✓ Be flexible and adaptable in the face of changing demands and requirements. Come up with creative solutions and changes, i.e. scheduling changes, weather cover, desired look changes, continuity changes

Task statement 3:

Plan and budget

Associated activities

- ✓ Negotiate the budget with the PM/line Producer. The budget is based on labour requirements and stock costs for cast and crowd. With responsibility for all spending within the department, the Designer must assess and foresee budgetary needs
- ✓ Negotiate employment terms and conditions prioritising the well-being of your team
- ✓ Crew to correct level of requirements having assessed what is needed
- ✓ Develop a realistic schedule for fittings and tests. Take into account time needed for each task and availability of cast and crew members
- ✓ Time estimation: accurately estimate time required for each hair look, adjusting the schedule as need to accommodate any changes and communicate this to necessary crew members
- ✓ Be mindful of other department's restrictions
- ✓ Actors' working conditions: ensure the actor is comfortable to wear the look for long periods of time and in multiple conditions.
- ✓ Be aware of changes and time allowances. Check availability, schedules and how costume and makeup changes may affect the hairstyle
- ✓ Plan and foresee any specialised or extra help needed for cast or crowd and crew appropriately and within budget

Task statement 4:

Hire the hair team

Clause 12. Staffing: "It is acknowledged that the crew are employed to work in roles that correspond to their competence and professional grade. Members in a particular professional grade will not be employed to perform work proper to another professional grade unless there is reasonable shortage of suitably qualified crew in that particular grade." - 2020 SIPTU agreement where any production with section 481 funding must adhere to this agreement.

Associated activities

- ✓ Hire a hair team capable of executing the design and manage the team to optimum levels and industry standards
- ✓ Designate roles within the department and ensure the brief is understood and carried out
- ✓ Oversee and maintain desired standards, consistency, correct continuity and time management
- ✓ Conduct quality control checks to ensure the hairstyle meets the desired standards, and there are no discrepancies or issues that need to be addressed
- ✓ Ensure hair services are done within specified time frame
- ✓ Ensure division of tasks through clear communication, understanding each members strengths and skill set and utilise accordingly to their optimum level
- ✓ Be aware of team etiquette with cast and other departments, and ensure high levels of professionalism on trailers and on set
- ✓ Ensure a high level of health and safety while working and maintain a clean and organised work environment

Task statement 5:

Managerial role/responsibility

Associated activities

- ✓ Commit to producing high-quality work that meets industry standards, including accuracy, attention to detail and consistency
- ✓ Maintain high standards of professionalism with team.
- ✓ Communicating the importance of punctuality, reliability and respective behaviour towards colleagues, actors and crew members
- ✓ Encourage and support training by giving examples and step by step guidance
- ✓ Help team members experience grade required tasks with a variety of different applications and situations, where possible
- ✓ Share techniques and recognise when a team member is having difficulties with tasks
- ✓ Offer training and education opportunities, where possible to help improve team skills and advance careers
- ✓ Provide constructive feedback, and be able to accept and use feedback to improve performance
- ✓ Problem solving abilities: be able to work with your team's combined skills to overcome obstacles and difficult deadlines
- ✓ Flexible thinking: constantly strive for new and better ways to utilise your team to their full potential while learning with them and from them. Be open to fresh new ideas and techniques

Task statement 6:

Communication

Associated activities

- ✓ Be able and confident when communicating . Effectively manage and resolve any misunderstandings. Find a mutually beneficial solution to problems and challenges and communicate them clearly
- ✓ Be able to negotiate and reach mutually acceptable agreements between actors, directors and other crew members to ensure the desired hairstyles are achieved
- ✓ Communicate ideas, briefs and information clearly to avoid misunderstandings
- ✓ Communicate each team member's delegated role within the department clearly, making sure other team members are also aware
- ✓ Express ideas and information clearly and concisely to avoid misunderstandings or confusion
- ✓ Communicate specifics: describe and explain the nature, time frame and techniques in which you feel the task should be executed
- ✓ Be clear in instructions when sharing techniques and advisory methods
- ✓ Be available to collect any input or suggestions from your team
- ✓ Inform teams on the importance of health and safety. Keep up to date with specific health and safety requirements from each production, and ensure all relative courses are completed within your team
- ✓ Communicate effectively with actors and other necessary crew members when discussing looks. Inform them of changes and overall time requirements for each look
- ✓ Listen and understand actors' inputs when discussing character images. Making necessary adjustments to meet their needs and requirements

Technical competencies

Area	Indicators	
Excellent knowledge of different styles, techniques, and periods	✓ ✓ ✓	Can read and understand the script from a hair perspective Can assemble mood boards reflecting different period styles that already exist Can create looks of their own to incorporate into the mood board
Budgeting and negotiation skills	✓ ✓ ✓	Can understand and work within the confines of the allocated budget Can explain necessities and relevant costs to production Can negotiate for additional costs to be approved in relation to personnel and stock requirements
Organisation skills	✓ ✓ ✓ ✓ ✓	Can organise an effective workflow plan Ensure appropriate staffing levels Can establish a coherent communication with all related departments Can issue a comprehensive list of timings each evening for the next days shoot Can manage their team to make the most of time and space available
Health and Safety	✓	Excellent understanding of Health and Safety Framework



Hairdresser

A Hairdresser works directly under a designer or semi-directly under a supervisor. A Hairdresser will be responsible for actors, stunt artists and/or background extras. Previously gained experience, skill set and confidence will reflect the freedom of creativity entitled at this grade. The Hairdresser will have a managerial role when working with main team, 2nd units and in full-time crowd positions. On smaller budget projects the Hairdresser's skills and experience can be amalgamated between cast work, stunts and crowd and fittings. A Hairdresser would be expected to cover and manage on-set floor shifts and necessary dealings around actor rotation and changes on set when the Hair Designer/HOD is absent. In most cases, being the point of communication with on-set matters between the director, 1st AD and Hair Designer. Confidence, competent skill set and experience are heavily utilised in this grade along with problem solving and team work skills.

**As in any sector of the hairdressing industry, it is important to up-skill techniques and expand skill set, where possible. This is helped by doing courses to improve or expand experience in this craft, i.e. wig courses, period hair courses, creative cutting courses, etc.*

Key tasks:

1. Assisting with project set up and preparation
2. Understanding and execute a brief
3. Colour and cutting - contemporary and period
4. Period hairdressing - using own hair
5. Period hairdressing - preparation, application and maintenance of wigs and hairpieces
6. Managerial skills - competency and confidence with assisting daily running of department

Task statements

Task statement 1:

Assist with project set up and preparation

Associated activities

- ✓ Loading and organising trailer/work room
- ✓ Extend help and assistance with any required crowd room needs, i.e. stocking, equipment set up needs
- ✓ Liaise with facilities, carpenters, etc. for any trailer adjustments or storage needs and seek production approval
- ✓ Delegate and communicate with junior and other team members when organising the workspace in keeping with HOD's needs and preferences
- ✓ Assess preliminary stock needs that need priority arrival
- ✓ Liaise with production and accounts. Set up the necessary ordering, shipping, DPO's, etc. and ensure the information is understood and clear to junior and other team members
- ✓ Delegate jobs and supervise junior during set up and prep period

Task statement 2:

Understand and execute a brief

Associated activities

- ✓ Assist with research both independently and under brief given by designer. File, print and display as supervised
- ✓ Follow specific and general descriptions of style, texture, shape and creativity given by the designer
- ✓ Interest and knowledge of hairstyles of different periods, genres, social structures, ethnicities and diversities
- ✓ Be privy to prep and fitting conversations between the actor, producer, director and designer when discussing overall desired looks
- ✓ Be present to assist and communicate at show and tells during various testing situations
- ✓ Liaise with makeup/costume/props, etc. regarding developments or changes when establishing a character look
- ✓ Fittings: complete various character fittings and experience the trial and error factor, documenting all stages of testing
- ✓ Test various character hair changes and stages

Task statement 3:**Colour and cutting - contemporary and period**

Associated activities

Colour

- ✓ Various aspects of colouring and colour selection
- ✓ Various techniques and applications
- ✓ Knowledge of temporary colourants, toning and quasi-permanent
- ✓ Knowledge of depth, tone and intensity
- ✓ Knowledge of chemical ratios, timing and temperature

Cutting

- ✓ Cutting different hairstyles, types and lengths
- ✓ Maintain continuity cuts accurately and file details and dates
- ✓ Apply a variety of cutting techniques on actors' own hair and wigs (real and synthetic hair)
- ✓ Free hand cutting and tapering with blade and scissors on real and synthetic hair
- ✓ Barbering: clippers, scissor over comb, clipper over comb, blade, trimmers
- ✓ Gents cuts: covering all periods, blending, graduation and layers, neck lines
- ✓ Creative cutting: character haircuts according to briefs

Task statement 4:**Period hairdressing - using own hair**

Associated activities

- ✓ Block and un-block wigs (fine lace-front, hairpieces) for styling, resetting and washing
- ✓ Create period hairstyles using actors own hair . Plan out necessary prep work, i.e. curling, waving, cutting and hair sectioning
- ✓ Set hairpieces/wigs both synthetic/real using techniques such as perming, baking and steaming
- ✓ Have a good grasp and comprehension of different eras in history and the hairstyles associated with the period
- ✓ Having an active interest in researching how trends, social status, countries and politics have specific visual journeys in time with overall costume, hair and make-up. Collecting and storing references in this interest is very important in learning period hairstyling
- ✓ Thorough knowledge of the specific period, attach and place period accessories such as hats, scarves, combs, hat pins and jewels appropriately (liaising with costume and designer). Ensure comfortable anchor points are constructed within the hairstyle prior to attaching.
- ✓ Be creative in choice of hairstyle and create a style that works with the costume accessories and hair accessories
- ✓ Be aware of time allowances when creating a period hairstyle. Use quick and effective setting techniques when curling or preparing hair for a period style

Task statement 4:

- ✓ Be aware of how sectioning the hair in the correct places and in certain orders affect the overall composition of the period hair style.
- ✓ Use relative cutting and grooming techniques while styling men's hair for period looks and understand the shapes, texture and hair lengths of that period
- ✓ Work closely with makeup and costume when cutting gents hair for period and be aware of facial hair choices makeup may want to coincide with the hair

**All the above tasks are learned through experience on a variety of period jobs. A good foundation of these tasks should be learned at junior grade from crowd room and/or main team experience. Completing a variety of projects and courses at junior grade is important. A competent creative ability with task 4 would be expected at the end of 2nd year at hairdresser grade*

Task statement 5:

Period hairdressing - preparation, application and maintenance of wigs and hairpieces

Associated activities

- ✓ Knowledge in blocking and un-blocking wigs and hairpieces. Know the importance of blocking and taping lace wigs correctly to maintain and care for expensive stock. Know correct procedures when using, styling and caring for wigs that are purchased or rented
- ✓ Have a good grasp and comprehension of different eras in history and the hairstyles associated with the period
- ✓ Having an active interest in researching how trends, social status, countries and politics have specific visual journeys in time with overall costume, hair and make-up. Collecting and storing references in this interest is very important in learning period hairstyling
- ✓ Thorough knowledge of the specific period, attach hairpieces, switches, wefts securely while dressing into and around actors' own hair and/or with wig
- ✓ Washing fine lace wigs
- ✓ Washing synthetic wigs
- ✓ Knowledge in the difference between synthetic and real hair wigs and hairpieces. Be able to differentiate between the recommended washing, styling and dressing of both
- ✓ Pre-set/prepare real hair wigs and hairpieces, using techniques such as perming, curling, colouring, cutting and baking, and recognise the best procedure necessary to achieve the desired look
- ✓ Set synthetic wigs and hairpieces using techniques such as steaming and baking, knowing the principles behind these techniques
- ✓ Using techniques necessary, complete dressing and styling of real hair wig on a block
- ✓ Understand the variations in doing wig cap foundations and the necessary anchor points and partings necessary for each wig application for natural and comfortable outcomes
- ✓ Use necessary techniques to apply wig cap for stunts and cast wigs, and understand the various differences that apply with foundations for all wig applications

**All the above tasks are learned through experience on a variety of period jobs. A good foundation of these tasks should be learned at junior grade from the crowd room and/or main team experience. Completing a variety of projects and courses at junior grade is important. A competent creative ability with task 5 would be expected at the end of 2-3rd year at hairdresser grade.*

Task statement 6:

Managerial skills - competency and confidence with assisting daily running of department

Associated activities

- ✓ Ability and confidence in assisting with daily running of the Hairdressing Department
- ✓ Dealing with problems, questions and errors that arise on set
- ✓ Inform dailies with the necessary information needed in order to cover cast on set and what the designer wants
- ✓ Sitting in production meetings, dealing with producers, directors and UPMs
- ✓ Remain coherent with other departments on arrival times, delays, changes, rehearsals, cast/crowd prep and wrap times. Informing team members of these changes
- ✓ Overseeing line ups when the designer is absent and ensuring the desired look/brief is achieved
- ✓ Communicating and aiding other team members
- ✓ Be generous and willing to help when sharing knowledge with juniors and less experienced team members
- ✓ Oversee/assist with the maintenance and organising of department accounting and wig stocks
- ✓ Assessing schedules and foreseeing any needed daily or specialised help bookings

Upgrade requirements from Hairdresser to Hair Designer/HOD:

- ✓ Must have confident ability in all the above tasks
- ✓ Ability to negotiate the best rates and working conditions for you and your team
- ✓ Have knowledge and ability in project budgeting
- ✓ Strong team management and training ability
- ✓ Experience communicating with directors, actors, producers and UPMs
- ✓ Have a minimum of 5 years experience working actively in Hairdresser grade
- ✓ Job variety supporting a strong body of work under a minimum of 4 different designers
- ✓ Have no less than 6 full time contracts working actively in Hairdresser grade
- ✓ Have a strong portfolio of documented work accumulated over this time period emphasising skill and experience (Producers and directors want to see evidence of work and experience when hiring designers)
- ✓ Have high level of creative ability in period and contemporary hairstyles

Technical competencies

Area	Indicators	
Excellent knowledge of different styles, techniques, and periods	<ul style="list-style-type: none"> ✓ ✓ ✓ 	<ul style="list-style-type: none"> Can read and understand the script from a hair perspective Can assemble mood boards reflecting different period styles that already exist Can create looks of their own to incorporate into the mood board
Budgeting and negotiation skills	<ul style="list-style-type: none"> ✓ ✓ ✓ 	<ul style="list-style-type: none"> Can understand and work within the confines of the allocated budget Can explain necessities and relevant costs to production Can negotiate for additional costs to be approved in relation to personnel and stock requirements
Organisation skills	<ul style="list-style-type: none"> ✓ ✓ ✓ ✓ 	<ul style="list-style-type: none"> Can put together a plan for workflow Can establish a flow of communication with the 2nd Ad Can issue a comprehensive list of timings each evening for the next days shoot Can manage their team to make the most of time and space available
Health and Safety	<ul style="list-style-type: none"> ✓ 	<ul style="list-style-type: none"> Excellent understanding of Health and Safety Framework

Junior Hairdresser

A Junior Hairdresser must have completed a level 2 NVQ diploma in hairdressing or the equivalent from another recognised awarding body accompanied by minimum of 2 years of salon experience. It is important to complete a recognised course of study, qualification and training over a realistic time frame in order to enter and build a growing career in hairdressing for the film and television sector according to the National Occupation Standards (NOS).

At this grade, pre-existing hairdressing skills can be applied creatively in all aspects of film and television hairdressing. Learning new techniques, knowledge of the hair department as a whole, and gaining experience from working on a variety of projects. It is important at this grade to inquire and avail of courses to improve and up-skill where needed.

Learning how to work with multiple designers and as part of a team is important, therefore adaptability, a desire to learn, passion for the craft and stamina are important. Learn to familiarise yourself with what is considered appropriate department/cast etiquette.

A junior may help set up crowd base and cast trailer, organise department admin and become familiar with the etiquette and system of “on set stand by”. By doing this, it will help them understand more elements of the department’s function within a production and the industry itself.

**A minimum of 3 years must be completed at junior grade in order to be considered for upgrade, pending all key tasks have been achieved on a variety of projects. See upgrading procedures below.*

Key tasks:

- | | |
|---|---|
| <hr/> 1. Support the HOD, supervisor and hairstylists | <hr/> 4. General department administration |
| <hr/> 2. Learn about on set hair continuity and how to record it | <hr/> 5. Hairstyling on cast and crowd. Setting and dressing hair (where experience and skill set has been determined) |
| <hr/> 3. Learn and carry out script breakdowns and understand their importance | <hr/> 6. Help with end of day wrap and prep for the following day |

Task statements

Task statement 1:

Support the HOD, supervisor and hairstylists

Associated activities

- ✓ Assist with cast fittings and help with necessary preparations (colour, wig blocking/un-blocking, photograph cast and extras, take notes, gathering equipment and materials, colouring hairpieces and wefts, sewing wefts, blocking hairpieces, setting wigs for perming/or steaming)
- ✓ Learn what is relevant research when given character briefs. Gather references for specific period or genre
- ✓ Help and observe the preparation and wrap of artists to be ready to take over when necessary
- ✓ Experience the system and work involved with busy cast/crowd calls while getting camera ready, and learn what is necessary to efficiently help the process
- ✓ Learn what is needed in preparation for cast /crowd, therefore helping the Designer/supervisor get prepared and ready
- ✓ Learn to assist with wig preparation and application. Learning the relevant system of products and tools the Designer needs and how they use them
- ✓ Doing hair on cast/extras
- ✓ Standing by on set

Task statement 2:

Learn about on set hair continuity and how to record it

Associated activities

- ✓ Keep record of products used on actors and any mentioned notes done in fittings, i.e. allergies, product preferences, shampoo and conditioner preferences and any treatments needed
- ✓ Help record the continuity of actors' bag contents
- ✓ Keep colour continuity information, i.e. numbers, percentages, developer, dates of application
- ✓ Keep record of haircuts, blade sizes and any notes on technique
- ✓ Keep file of any wig measurement details for artists
- ✓ Learn the importance of hair continuity on set, and learn when to match or change hair when scenes are shot out of order, with various camera angles and various actions
- ✓ Learn about the importance of communication with script supervisor and DIT playback for direct onset pick-ups.
- ✓ Record continuity on multiple platforms, i.e. sync on set, Google Drive and hard copies
- ✓ Learn general set etiquette

Task statement 3:

Learn and carry out script breakdowns and understand their importance

Associated activities

- ✓ Learn how to breakdown a script
- ✓ Understand timings between story days and scenes
- ✓ Learn to keep on top of script and story day changes by filling changes accordingly and updating department
- ✓ Learn how to do detailed breakdowns and update as scenes are completed or semi-completed

Task statement 4:

General department administration

Associated activities

- ✓ Set up petty cash, purchase order folders
- ✓ Communicate with production office and accounts department, and gather necessary guidelines and information required. (productions may vary in procedures for orders and various department accounts)
- ✓ Collection, delivery/couriers
- ✓ Ensuring products, pins and general equipment are stocked and organised
- ✓ Update schedules and cast headshots
- ✓ Work stations and read call sheet daily: know the times of arrival, rehearsal, line-up times for cast and crowd
- ✓ Liaise with ADs for any required information and/or changes for cast/crowd calls, scene changes, etc. and pass on information
- ✓ Setting up and maintaining what is needed in cast and crowd rooms
- ✓ Ensuring work stations are kept organised, clean and prepared with the necessary equipment throughout the working day
- ✓ Learn what is involved with splinter units, 2nd units and pick-up and publicity units

Task statement 5:

Hairstyling on cast and crowd. Setting and dressing hair (where experience and skill set has been determined)

Associated activities

- ✓ After skill level has been determined by the HOD or supervisor, a junior may work on cast members, having already worked in crowd room
- ✓ Technical skills: hair cutting techniques and styling techniques (blow drying, curling, straightening and the ability to create different styles)
- ✓ Learn to set and style wigs, back pieces and wefts to help prep for next day work with cast and/or crowd (supervised)
- ✓ More experienced juniors with various period/genre experience may help prepare synthetic/real hair wigs and pieces for the department through perming, steaming and baking techniques
- ✓ Experienced juniors would be required to help prep and wrap wigs for supervisor and teams, correctly blocking and un-blocking lace front wigs (supervised and trained)
- ✓ A junior would be required to cut gents and female cast and crowd, where needed

Task statement 6:

Help with end of day wrap and prep for the following day

Associated activities

- ✓ Learn to efficiently help with the process of prep and wrap
- ✓ When looking after an actor, extra or stunt artist ensure the station is organised, clean and prepared
- ✓ Cast and crowd prep and wrap can occur throughout the working day so being ready and willing to help at these times is important
- ✓ When necessary, wash and dry cast hair on wrap
- ✓ Wash and reset any hair pieces and wigs on wrap (supervised and unsupervised)
- ✓ Un-block and blocking wigs, wefts and hairpieces (supervised and unsupervised)
- ✓ Set up stations for busy crowd/cast calls with what is needed and necessary, taking note of anything that is low on stock or absent
- ✓ Maintain work areas, ready for unexpected wraps throughout the day
- ✓ When working on cast bus with a team, learn what is needed for individual actors and prepare, set up, help and stand by (this is ideal for learning and familiarising yourself with team/cast etiquette)

Technical competencies

Area	Indicators	
Good knowledge of different styles, techniques and periods	✓	Can reference mood boards created by the Chief/Assistant
	✓	Can create looks of their own that reflect the mood board
	✓	Can cut and style hair at an entry level
Organisation skills	✓	Can organise stock
	✓	Ability to keep clear continuity records
	✓	Can organise record of wigs and their usage
	✓	Ability to keep the workspace clean and organised
Health and Safety	✓	Excellent understanding of Health and Safety Framework
	✓	Can keep the work spaces to a high level of cleanliness





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