



Cumberland Council

Post Specification

Date	May 2023
PG Number	5844
Post Title	Highways Operative
Job Family	Operations
Job Family Role Profile	OP5
Final Grade	OP7 (inc JWC's)

To be read in conjunction with the job family role profile

Service Area description	
Highways Operations	
Purpose of this post	
To undertake highways maintenance and construction type work to given standards. The tasks will involve minor highway construction, carriageway and footway patching, reactive maintenance and drainage works. In addition, there may be a requirement to carry out grounds maintenance works within the role. To ensure that all work activities are carried out with focus on performance, safety and quality. To support Highway Team Leaders in the inspection and repair of the highway network and by responding to service requests.	
Key job specific accountabilities	
<ol style="list-style-type: none">1. Traffic management on single/ dual carriageways using traffic lights.2. Attend emergency call outs.3. Fencing repairs.4. Installing traffic signs.5. Support the team leaders in the delivery of highway inspections and maintenance of records.6. Ditch clearing and minor drainage works.7. Be willing to take part in the winter maintenance function or other out of hours functions8. Mixing and laying materials such as cement, concrete and bituminous.9. Operate specialist small plant and tools.10. Minor civil works including – patching, kerbing, flagging, block paving, surfacing, drainage, walling etc.11. To carry out works to an agreed line and level12. Carrying out on site assessments to solve or design out highway related defects / problems13. Assist in other duties, which may reasonably be expected within the role.	
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">• Equipment- Plant, materials, small plant and tools.
Essential Criteria - Qualifications, knowledge, experience and expertise	
<ul style="list-style-type: none">• Full UK Driving licence• Abrasive wheels certification• Experience in a highway maintenance field where high levels of accuracy are required• Use of plant and equipment associated with the function• Worked within a customer focused service where personal conduct is key.	

- Extensive knowledge of highway materials.
- Procedural knowledge of processes associated with highway maintenance.
- Knowledge in the safe use of tools, equipment and plant.
- Working knowledge of health and safety within the field including manual handling.
- Some working knowledge of procedures and practices associated with highway maintenance.
- Ability to work with a minimum of supervision.
- Ability to communicate effectively with all stakeholders.
- Ability to interpret site plans and utility drawings
- Able to undertake internal/external training.
- Flexible and able to travel throughout Cumbria and the surrounding areas.
- Must be flexible within the teams and be willing to carry out a variety of task as necessary

Desirable

- HGV Class 1 or 2
- CSCS holder
- HIAB Ticket
- Certificated Plant Operator
- Winter maintenance drivers
- LGV Class C
- NVQ L2 Highway Maintenance
- NVQ L2 Team Leader
- NRSWA Ticket
- Experience of working with Human Resource policies and procedures
- Experienced in producing detailed reports/paperwork.
- Some experience in leading and motivating staff
- Working knowledge of COSHH regulations.
- Be willing to support the service by being available for winter gritting and call out.

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 emotional demands.
Physical Demands	<ul style="list-style-type: none"> • Exposed to extensive physical effort, i.e. digging heavy soil or soil below ground level, laying full-sized paving stones etc.
Working Conditions	<ul style="list-style-type: none"> • Exposure to all weathers. You will be required to wear PPE. High exposure to waste, dirt, traffic etc. May be exposed to challenging behaviour. Out of hours working.

Other Factors

- Able to travel