

# Job description

Job Title:	Skilled Road Worker
Grade:	Dorset Grade 4 + 1 LMI*
Job Evaluation Reference:	ES 082
Job Family:	Building & Construction

## Purpose and impact

1. To undertake, generally as part of a team, the maintenance and construction of roads and sewers.
2. There is a duty to ensure the safe operation of plant and equipment at all times with particular responsibility for the safety of the workforce and public in relation to it.
3. It is pointed out that the detailed duties may vary from time to time without changing their general character and may be of a less skilled nature.
4. Working under limited instruction using basic hand tools, light operated plant, equipment and power tools.

## Key Responsibilities

5. Duties will include the need to work to precise levels and requirements in construction work in a number of tasks for example drain-laying, trench timbering, manhole construction, shuttering, steel fixing, scaffolding, reinforcing concreting, kerb laying, walling, flag and block paving and sewers in tunnels.
6. Duties may include the driving of vehicles and wheeled tractors with simple attachments and where appropriate, vehicle checks, required routine maintenance (oil and water checks) and cleaning.
7. The erection and removal of appropriate signs and barriers, the preparation, compaction and removal of soils, rocks, coated and other materials.
8. Work on highways furniture and equipment (erection fixing and/or dismantling).
9. Planting and general maintenance of highways environs.
10. Providing general support and assistance to skilled and specialist operatives.
11. General road worker labouring duties including:
  - Excavating and clearing.
  - Loading and unloading by hand.
  - Fetching and carrying.
  - Spreading and levelling.
  - Cleaning and sweeping.
  - Assisting in measurement or level setting.
12. The planning and removal of road signs and barriers for the safety of the public and other road workers.
13. To set out to engineers instructions (profiles and road markings).
14. To interpret and apply instructions.
15. To take delegated responsibility for the delivery of allocated work to specification.
16. To oversee Road Workers from time to time where specifically delegated in the absence of the responsible Chargehand.
17. To participate in the DWO emergency call out rota (applies to all staff with a continuous service date in post of 1 January 2003 or beyond).
18. Any other duties commensurate to the grading of this post.



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NB: The duties and responsibilities of this post are not restrictive and the post holder may be required on occasion to undertake other duties. This will not substantially change the nature of the post.

### Supervision and management

19. Reporting to: Contract Supervisor

### Other factors

20. Responsibility for physical and financial resources:
  - Small items of hand tools up to the value of £500.
  - Shared responsibility for maintenance vehicle.
21. Daily exposure to the elements.
22. Emergency (24 hr) call-out rota where exposure to disagreeable sights is common.
23. Unsociable hours eg winter maintenance cover for the highways.
24. Exposure to pesticides and chemicals.
25. Working on the highways including high speed roads.

### Our behaviours

Dorset Council has developed and embedded a set of behaviours that will form part of everything you do and you will need to be able to demonstrate them through the way you work, regardless of your role or grade within the organisation.

Full details can be found on the job website under '[Working for Dorset Council](#)'.

\*Where Labour Market Increments (LMIs) apply these will be reviewed on a regular basis in line with the Labour Market Adjustment Scheme (LMAS).



# Person specification

Applicants will be shortlisted on the basis of demonstrating that they fulfil the following criteria in their application form and should include clear examples of how they meet these criteria. You will be assessed in some or all of the specific areas over the course of the selection process.

Essential criteria are the minimum requirement for the above post.  
Desirable criteria will only be used in the event of a large number of applicants meeting the minimum essential requirements.

## Essential

<b>Qualifications/ training/registrations</b>
Required by law, and/or essential to the performance of the role
1. A general standard of secondary education
<b>Experience</b>
2. Experience in highway works or similar
<b>Skills, abilities &amp; knowledge</b>
3. Experience in general highway construction and civil engineering works
4. The ability to fulfil the travel requirements of the post
5. Oral and written interpretation of maps and instructions
6. Ability to work as part of a team
7. Awareness of working in the public domain
8. Ability to work to strict deadlines
<b>Behaviours</b>
9. <a href="#">Respect</a>
10. <a href="#">Responsibility</a>
11. <a href="#">Recognition</a>
12. <a href="#">One Team: Collaboration</a>
<b>Other</b>
13. Prepared to work in all weather conditions
14. Willingness to take part in the out of hours call out scheme

## Desirable

<b>Qualifications/ training/registrations</b>
15. NVQ 2, or equivalent in Highway Maintenance
16. Chpt 8 qualification
<b>Experience</b>
17. Carrying out Winter Service Operations in a highways environment



# Person specification

<b>Skills, abilities &amp; knowledge</b>
18. Safe and proper use of road signs (Chapter 8)
19. NPTC certificate in chainsaw operations
20. LGV licence
21. Ability to work on own initiative
<b>Other</b>
22. Ability to manage own workload and that of others

<b>Approval</b>			
Manager	Jan Hawkins, Business Support Manager	Date	July 2018

