

Job Profile comprising Job Description and Person Specification

Job Description

Job Title: Skilled Road Worker (Thermal Asphalt Team)	Grade: Scale 6
Section: Highways	Directorate: ECS
Responsible to following manager: Contract Supervisor/ Highways Manager	Responsible for following staff: N/A
Post Number/s: 3	Last review date: August 2020

Working for the Richmond/ Wandsworth Shared Staffing Arrangement

This role is employed under the Shared Staffing Arrangement between Richmond and Wandsworth Councils. The overall purpose of the Shared Staffing Arrangement is to provide the highest quality of service at the lowest attainable cost.

Staff are expected to deliver high quality and responsive services wherever they are based, as well as having the ability to adapt to sometimes differing processes and expectations.

The Shared Staffing Arrangement aims to be at the forefront of innovation in local government and the organisation will invest in the development of its staff and ensure the opportunities for progression that only a large organisation can provide.

Job Purpose:

The Skilled Highways Road Worker reports directly to the Contract Supervisor and are required to deliver on a broad range of reactive and routine highway repairs. The main position will be to carry out Thermal Asphalt repairs to the highway and traffic management and be integral part of the winter service needs.

Specific Duties and Responsibilities:

1. The skilled Road Worker reports direct to the Contracts Supervisor or Technical Officer in the delivery of a broad range of highway repairs. The position also forms an integral part of the team in the overall delivery of the out of hours reactive maintenance service, emergency out of hours service when required, the highway response to the winter service needs.

2. Day to day reactive and planned repairs of, carriageway, footway using thermal asphalt and any other highway requests as directed to safeguard the highway users.
3. Provide a skilled response to a broad range of highway faults and street furniture.
4. Knowledge of and practical application of highway treatment types, flag stones, kerbs, iron works, spreading and compacting of Bituminous materials including thermal asphalt and other type of repairs to the public highway
5. Knowledge and understanding, including the practical application of NRSWA 1991 re-instatement Specification for Highways
6. Plan their works in a suitable manner to maximise their productivity. Performance and control waste. They should have the ability to maintain records of completed works.
7. Work closely with the Street Environment (inspection, Enforcement and Network Teams) to identify and solve particular street environment issues and any other issues within the Environment and Community Services
8. There are additional requirements in some waste management and to make a positive contribution to developing the SSA's approach to mobile working, receiving works ordering and agreeing joint priorities in the methods and timing of repairs.
9. Ad-hoc overtime when required to fulfil peaks in workloads and other even and a flexible approach to working arrangements
10. An understanding of inspection procedures for maintaining the highway with a broad knowledge of the inspection criteria and the ability to identify defects and related hazards
11. Responsible for the direction of agency staff or lower graded workers. Take responsibility for works standards, timings and performance. In doing so to maintain detailed records of work/materials used and be able to prioritise workload appropriately
12. General Depot duties and which may require the general upkeep of the depot

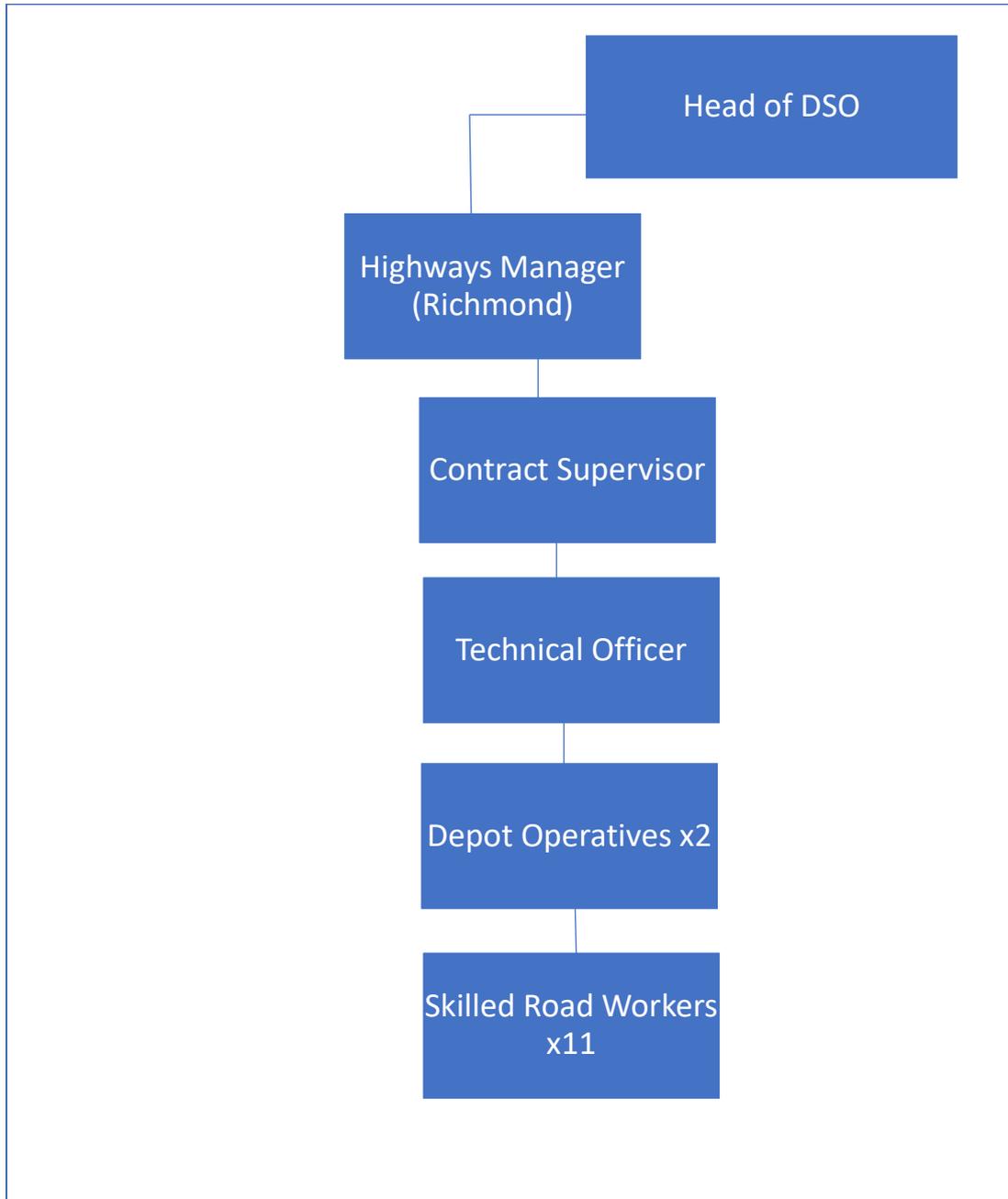
Generic Duties and Responsibilities

- To contribute to the continuous improvement of the services of the Boroughs of Wandsworth and Richmond.
- To comply with relevant Codes of Practice, including the Code of Conduct and policies concerning data protection and health and safety.
- To adhere to security controls and requirements as mandated by the SSA's policies, procedures and local risk assessments to maintain confidentiality, integrity, availability and legal compliance of information and systems.
- To promote equality, diversity, and inclusion, maintaining an awareness of the equality and diversity protocol/policy and working to create and maintain a safe, supportive and welcoming environment where all people are treated with dignity and their identity and culture are valued and respected.
- To understand both Councils' duties and responsibilities for safeguarding children, young people and adults as they apply to the role within the council.
- The Shared Staffing Arrangement will keep its structures under continual review and as a result the post holder should expect to carry out any other reasonable duties within the overall function, commensurate with the level of the post.

Additional Information

- Undertaking the standby scheme for the winter service on a rota basis and some staff will be required to participate in the emergency Out of Hours Standby Service (including depot emergency cover and any additional out of hour's service that is required). Should be prepared to respond to the Councils major Emergency Plan when required. E.g. sand bagging, storm damage etc.

Current team structure



Person Specification

Job Title: Title: Skilled Road Worker (Thermal Asphalt Team)	Grade: Scale 6
Section: Highways	Directorate: ECS
Responsible to following manager: Contract Supervisor/ Highways Manager	Responsible for following staff:
Post Number/s: 3	Last review date: August 2020

Our Values and Behaviours

The values and behaviours we seek from our staff draw on the high standards of the two boroughs, and we prize these qualities in particular:

Being Open. This means we share our views openly, honestly and in a thoughtful way. We encourage new ideas and ways of doing things. We appreciate and listen to feedback from each other.

Being Supportive. This means we drive the success of the organisation by making sure that our colleagues are successful. We encourage others and take account of the challenges they face. We help each other to do our jobs.

Being Positive. Being positive and helpful means, we keep our goals in mind and look for ways to achieve them. We listen constructively and help others see opportunities and the way forward. We have a ‘can do’ attitude and are continuously looking for ways to help each other improve.

Person Specification Requirements	Assessed by A & I/ T/ C (see below for explanation)
Knowledge	
Extensive working knowledge of legislation governing areas of work e.g., New Roads and Street Works Act, Traffic Management Act Health and Safety responsibilities – Duty of care for self and others	A&I
Knowledge and practical application of powered hand tools and light plant such as concrete mixers, portable traffic lights, air compressors, road breakers, pedestrian operated rollers	A&I
An understanding of why customer care is important in employment and service delivery	A&I
Preparing and installing signing and guarding in compliance with Safety At Street Works and code of practise (red book)	A&I
Experience	

Proven experience in the practical application of thermal asphalt, hot bitumen, cold thixotropic bitumen materials. Assist when required in meeting acceptable levels of output in a number of tasks; footway and carriageway repairs, paving, concreting, street furniture	A&I
To carry out manual labouring tasks involving excavating and backfilling of highways works	A&I
Skills	
Able to communicate both orally and in writing	A&I
Ability to carry out heavy manual tasks, handling materials and equipment	A&I
Be able to maintain detailed records of completed works, and be able to prioritise workload and the ability to use handheld devices	A&I
Ability to be an effective team player	I
Qualifications	
New Roads & Street Works Card all units	C
Full Drivers Licence 7.5-ton licence	C
Lantra 12D if applicable	A&I/C
City & Guilds level 2 winter maintenance award or maintain within 6 months	A&I/C
Tele-handler /shovel if applicable	A&I/C

A – Application form

I – Interview

T – Test

C – Certificate