



Job Profile comprising Job Description and Person Specification

Job Description

Job Title: HGV Driver / HIAB Operator	Grade: Scale 6 – SO1
Section: Highways and Traffic and Street Lighting	Directorate: Environment and Community Services
Responsible to following manager: Senior Contract Supervisor	Responsible for following staff: N/A
Post Number/s: POS000335/POS000810	Last review date: June 2025

Working for the Richmond & Wandsworth Better Service Partnership

We're Richmond & Wandsworth Better Service Partnership, the shared public service team for Richmond and Wandsworth Councils. Like any local authority, our role is to deliver the agenda of our elected members on behalf of the people who live and work in our part of the world. We deliver key services to our communities including social care, public health, children's services, housing and regeneration and environmental and community services.

Our joint workforce creates efficiency and resilience by bringing more creativity to the way we work, more objectivity and adaptability too, helping us deliver better services for all our residents.

We're here to help our communities thrive in a changing world, and to be there for the people who need us most we believe we need to keep adapting. That's why, at Richmond & Wandsworth Better Service Partnership, you'll be at the forefront of innovation in local government, and we'll invest in you and offer you opportunities to grow in a way only our unique organisation can.

Job Purpose

Reporting to Contract Supervisor and responsible for driving and operation of HIAB crane lorry, Clamshell, scissors and hook attachments, to deliver and take away materials, debris, installation and removal of street lighting columns, tools, towing plant etc. to the workforce carrying out highways works throughout the Borough.

Specific Duties and Responsibilities

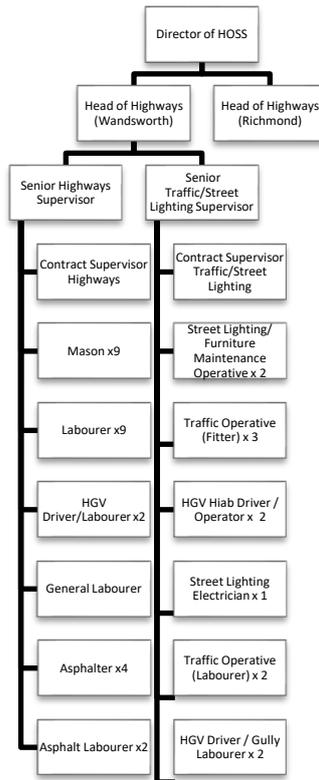
- Drives and operates HIAB cranes lorry to deliver and take away materials, debris, Installation of street lighting columns, tools, towing plant etc to the workforce carrying out highways works throughout the Borough.
- Collection and delivery of skips as and when requested.
- Snow clearance and gritting of roads as and when requested.
- Occasional involvement with other driving duties and use of plant and equipment.
- Complete daily timesheets.
- Winter gritting duties, including participation in the Winter Maintenance standby rota / duties, if required by supervision.
- Emergency out of hours Highways/Street Lighting and Gully standby Rota
- Drives Council vehicles within limits of approved competency.

Generic Duties and Responsibilities

- To contribute to the continuous improvement of the services of Richmond & Wandsworth Better Service Partnerships.
- To comply with relevant Codes of Practice, including the Code of Conduct and policies concerning data protection, handling complaints and health and safety.
- To adhere to security controls and requirements as mandated by Richmond and Wandsworth 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 roles within the Councils.
- The profile is not intended to be an exhaustive list of the duties the post holder will carry out. Other reasonable duties commensurate with the level of the post, including supporting emergency and priority situations, will form part of the role.

Team structure



Person Specification

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Our Values

THINK BIGGER

EMBRACE DIFFERENCE

CONNECT BETTER

LEAD BY EXAMPLE

PUT PEOPLE FIRST

Our Values are embedded across Richmond & Wandsworth Better Service Partnership and throughout all roles and responsibilities at all levels of the organisation. Please [familiarise yourself with our values](#) as they are an integral part of our recruitment and selection process.

Person Specification Requirements	Essential	Desirable	Assessed by A/I/T/C (see below for explanation)
Knowledge			Assessed
Must have an understanding of Health and Safety at Work Act as it applies to the role of HGV Driver / Operator	X		A/I
Experience			Assessed
Previous experience of driving and operating HIAB crane lorry including grab, scissors and hook	X		A/I
Skills			Assessed
Must be able to work safely to a high standard and at an acceptable rate of productivity	X		A/I
Must be self-motivated and able to work well as part of a team	X		A/I
Ability to use own initiative to resolve difficult situations	X		A/I

Ability to complete timesheets and stores requisitions on time and correctly	X		A/I
Ability to work late, early and weekends when required	X		A/I
Participate in Emergency call out rota, currently 1 in every 3 weeks	X		A/I
Participate in the winter gritting standby rota	X		A/I
Must be prepared to wear corporate clothing in a suitable condition	X		A/I
Qualifications	Essential	Desirable	Assessed
Current Driving Licence (Minimum Category C)	X		A / I / C
HIAB competence NPORS or equivalent	X		A / I / C

A – Application form / CV
I – Interview
T – Test
C - Certificate