**Job Profile comprising Job Description and Person Specification**

**Job Description**

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| **Job Title:** Bricklayer / Labourer | **Grade**: OSSR (OS20 – OS23) £23,157 – £25,068 plus monthly bonus scheme and end of year profit share. |
| **Section:** Direct Services | **Directorate:** Environment and Community Services |
| **Responsible to following manager:**Contracts Officer | **Responsible for following staff:**N/A |
| **Post Number/s:** | **Last review date:** November 2021 |

**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**

Reporting to Contracts Officer and responsible for carrying out bricklaying work including creating and maintaining structures and walls.

**Specific Duties and Responsibilities**

1. Undertakes bricklaying work to create and maintain structures and walls, etc. using various types of blocks, tiles, boards, and stone.
2. Analyses and interprets building plans.
3. Interprets work orders and determines materials required to complete works.
4. Calculates angles and determines the vertical and horizontal alignment of courses.
5. Lays bricks using mortar as a binder and a trowel to level.
6. Fastens bricks with wire clamps or cement.
7. Works safely on scaffolds at various heights.
8. Uses equipment and tools effectively to perform basic construction tasks.
9. Identifies hazards, defects and the need for adjustment or repair to ensure compliance with agreed codes, law, working practices and health and safety.
10. Liaises with Contracts Officers and other site workers to perform jobs as and when they are required, in accordance with contract/agreed requirements and within agreed time limits.
11. Works using own initiative within agreed role.
12. Ensures compliance to agreed codes, legislation, and procedures including health and safety.
13. Completes timesheets and bonus sheets daily.
14. Undertakes winter gritting duties, including participation in the Winter Maintenance standby rota / duties, if required by supervision.
15. Drives Council vehicles within limits of approved competency.

**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**

**Team structure**

**Person Specification**

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| **Job Title:** Bricklayer / Labourer | **Grade**: OSSR Grade |
| **Section:** Direct Services | **Directorate:** Environment and Community Services |
| **Responsible to:**Contracts Officer | **Responsible for:**N/A |
| **Post Number/s:** | **Last Review Date:** November 2021 |

**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.

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| **Person Specification Requirements** | **Assessed by** **A**  **& / T/ C (see below for explanation)** |
| **Knowledge**  |
| Working knowledge of the tools, equipment, and materials used in the Bricklaying trade | I |
| Working knowledge of applicable codes, standards, and regulations for this role | I |
| **Experience**  |
| Extensive practical experience as a Bricklayer  | I |
| **Skills**  |
| Must be able to work safely to a high standard and at an acceptable rate of productivity | I |
| Must be self-motivated and flexible and willing to work as part of a team | I |
| Ability to use own initiative to resolve difficult situations | I |
| Ability to complete timesheets, bonus sheets and stores requisitions on time and correctly  | I |
| Must be able to demonstrate good attention to detail | I |
| Ability to understand and deliver good customer service | I |
| Proven written and oral communication and interpersonal skills | I |
| Ability to work late, early and weekends when required | I |
| Willing to participate in the winter gritting standby rota | I |
| Must be prepared to wear corporate clothing in a suitable condition | I |
| **Qualifications**  |
| To have achieved Level 1 Award in Basic Construction Skills | C |

**A – Application form / CV**

**I – Interview**

**T – Test**

**C - Certificate**