

## Job Profile comprising Job Description and Person Specification

### Job Description

<b>Job Title: Skilled Road Worker</b>	<b>Grade: Scale 6</b>
<b>Section: Highways</b>	<b>Directorate: Environment and Community Services</b>
<b>Responsible to following manager:</b> Contract Supervisor/ Highways Manager	<b>Responsible for following staff: N/A</b>
<b>Post Number/s:</b>	<b>Last review date: April 2016</b>

#### 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 repairs to the highway and traffic management and be integral part of the winter service needs.

## **Specific Duties and Responsibilities**

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.

Day to day reactive and planned repairs of, carriageway, footway, carriageway, street furniture and other highway requests as directed to safeguard the highway users.

Provide a skilled response to a broad range of highway faults and street furniture.

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

Knowledge and understanding, including the practical application of NRSWA 1991 re-instatement Specification for Highways

Plan work in a suitable manner to maximise their productivity, performance. They should have the ability to maintain records of completed works.

An understanding of inspection procedures/ requirements for maintain the highway.

Adhoc overtime when required to fulfil peaks in workload and other events

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.

## **Generic Duties and Responsibilities**

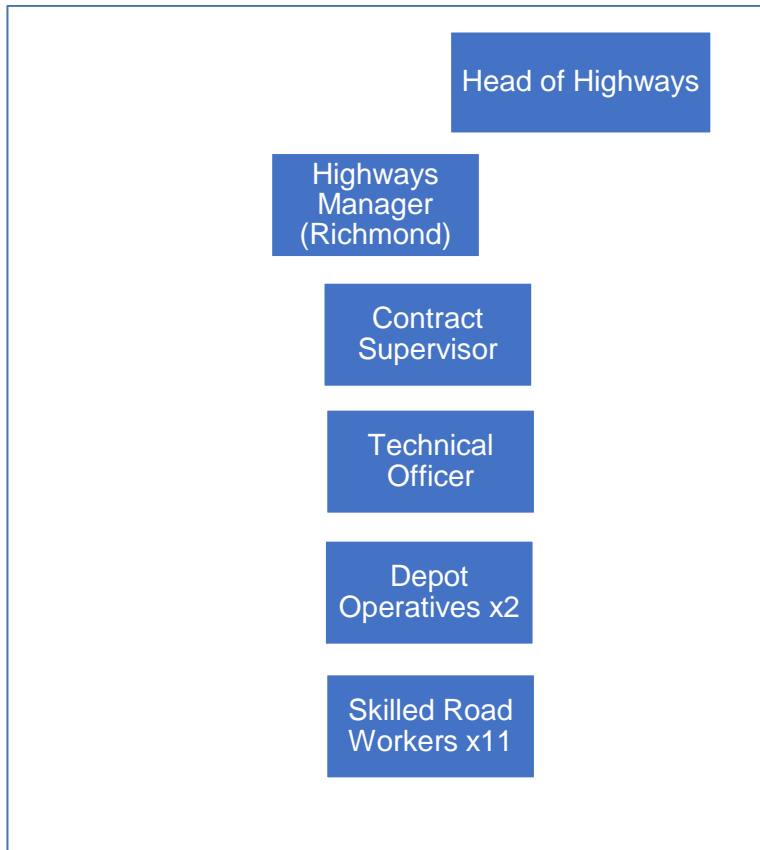
- To contribute to the continuous improvement of the services of the Boroughs of Wandsworth and Richmond.

- 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**

- It may be necessary when called upon to assist in out of hours and in hours for emergency situations when they arise.

#### **Current Team structure**



## Person Specification

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### 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	Essential	Desirable	Assessed
Knowledge and application of Health & Safety on site. PPE, Duty of Care		✓	A&I
Knowledge and practical application of power tools, compressors, road breakers		✓	A&I
Knowledge of Safety at Street Works/Code of Practice (red book)		✓	A&I
Experience	Essential	Desirable	Assessed
Meeting acceptable levels in a number of tasks; Paving, Bitmac, street furniture to the public highway	✓		A&I
Manual labouring involving excavation and backfilling of highways works	✓		A&I

Skills	Essential	Desirable	Assessed
Able to communicate orally and in writing with staff		✓	A&I
The ability to carry out heavy manual tasks, loading and unloading vehicles etc	✓		A&I
Qualifications	Essential	Desirable	Assessed
New Roads and Street Works certificate		✓	C
Full drivers licence 7.5 ton licence		✓	C
City & Guilds level 2 Winter Maintenance certificate		✓	C

A – Application form / CV

I – Interview

T – Test

C - Certificate