

Job description

Job title:	Road Worker Level 2 (Ganger)
Grade:	Grade 7
Job evaluation reference:	NE512
Job family:	Natural Environment

Purpose and impact

With safety as paramount:

1. Carry out a variety of maintenance and construction tasks in the delivery of highway schemes.
2. The requirement to operate powered plant and vehicles.
3. To respond to in hours and out of hours callouts as an active part of a regular out of hours rota.
4. Where required, act as lead person in a small team, typically from two, up to ten operatives.
5. Road Worker Level 2 operatives must be able to demonstrate essential criteria including qualifications, experience, skills, and abilities listed in the personal specification.

Key responsibilities

6. Where required plan, lead and organise on site activities.
7. Interpret, set out, and work to instructions.
8. Supervise and direct skilled and unskilled road workers and sub-contractors.
9. Where directed by the Supervisor, carry out measurements and where required, order necessary materials and equipment for the works.
10. Erect appropriate traffic management to safely carry out works.
11. Follow the DC permit scheme regulations.
12. Use, maintain and be responsible for ICT equipment, powered plant, hand tools and personal protective equipment.
13. Take delegated responsibility for the delivery of allocated work to specification.
14. Safely operate and maintain powered plant and vehicles when trained and competent to do so. This includes completion of vehicle checks, prompt reporting of defects and ensuring it is kept clean and roadworthy.
15. Read, understand, and action all relevant health and safety documentation including risk assessments, method statements and site safety inductions.
16. Undertake the maintenance and construction of the highway including drainage operations, carriageway repairs, street furniture repairs and other works as directed by your supervisor.
17. Complete paperwork within prescribed timescales.
18. Follow all relevant procedures such as, but not limited to, the Health & Safety at Work Act, Road Traffic Act, Permit Scheme and Dorset Council Policies and Procedures.
19. Follow the behaviours of Dorset Council, ensuring professional, polite, and courteous behaviour at all times.
20. Complete any other duties commensurate to the grading of this post. Duties may vary from time to time without changing their general character and may be of a less skilled nature.



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

Reporting to: This post reports to the Construction Delivery Manager or delegated Site Supervisor

Responsibility for: Supervisory responsibility for a team of Road Worker operatives

Other factors

You will:

21. Be responsible for physical and financial resources e.g.
 - Small items of hand tools up to the value of £5,000.
 - Maintaining a works vehicle and adhering to Dorset Council driving policies.
22. Be exposed to the elements on a daily basis.
23. Be in contact with the public with a risk of challenging or abusive behaviour.
24. Actively participate in the emergency (24 hour) call out rota where exposure to disagreeable sights is common. This will involve unsociable working hours.
25. Be required to obtain a relevant LGV licence, winter service qualification and chain saw qualification within 24 months of recruitment.
26. Be involved in considerable physical activity.
27. Be expected to work anywhere within the county of Dorset subject to business need.
28. Complete a 6-month probation period.
29. Be required to actively participate in the out of hours LGV rota when licenced to do so.
30. Be required to actively participate in the non-LGV rota. Have access to (either driving or passenger) a works vehicle during works hours or when on standby for out of hours. Access to a works vehicle at any other time is at the discretion of the management.
31. Occasionally be asked to work overtime. This is not mandatory. Overtime is worked to manage peaks in workload and is at the discretion of the manager.

Progression in post*

There are 5 levels of Road Worker. For Level 3, 4 & 5, see the advancement requirements as set out for Knowledge and Experience within the relevant Person Specification.

* Progression and appointment to the next level will be dependent on the relevant business needs/requirement, the post holder meeting the relevant criteria on the job description and person specification and there being a position available within the service area.

Our values

Our values act as guiding principles, defining what we believe is important in the ways we work together. Our values are Respect, Together, Accountability, Openness and Curiosity. You will need to be able to demonstrate these values in action through the way you work, regardless of your role within the organisation. Information about our values can be found on our website.



Person specification

Your application will be assessed based on your demonstration of how you fulfil the following criteria; you should include clear examples of how you meet these criteria within your application form and during the assessment process. We'll also use references to confirm that you meet the criteria for this role.

Essential

Essential criteria are the minimum requirement for the above post and will be assessed through a combination of your application form, assessment, interview and references (as specified below). We will require evidence of the qualifications, training or registrations listed below.

Qualifications, training or registrations Required by law or essential to the performance of the role or both	Assessed through:
1. Full UK manual driving licence	Application form
2. LGV Licence or a commitment to obtain an LGV Licence within 24 months unless exceptional circumstances apply	Application form
3. A valid chainsaw qualification or a commitment to obtain one within 24 months unless exceptional circumstances apply	Application form
4. A relevant traffic management qualification or a commitment to obtain one within a reasonable timeframe such as Chapter 8 qualification such as Lantra 12D M1, M2	Application form
5. Construction Skills Certification Scheme qualification (CSCS card)	Application form
6. Site Supervisors Safety Training Scheme (SSSTS) qualification	Application form
Experience	
7. Extensive experience in highway works or similar	Application form
8. Supervision of a team of operatives	Application form
Knowledge, skills and abilities	
9. Proficient in general highway construction and civil engineering works. Competent in a range of tasks including, but not limited to; laying asphalt/patching, kerb repairs or replacements and installation of dropped access, drainage, street furniture repairs or replacement, competent to operate specialist plant and equipment where required.	Interview Assessment
10. Ability to correctly erect and dismantle suitable and sufficient traffic management on roads up to 60mph	Interview Assessment
11. Oral and written interpretation of maps and instructions and able to lead a team to deliver the required works to a high standard	Interview Assessment
12. Ability to lead and work as part of a team	Interview Assessment
13. Awareness of potential conflict situations when working in the public domain and the ability to resolve issues before they escalate	Interview Assessment
14. Ability to work to strict deadlines	Interview Assessment
15. Appreciation of Health and Safety legislation	Interview Assessment
16. Ability to communicate at all levels including delivery of toolbox talks, or site inductions	Interview Assessment
Our values	
17. Respect	Interview Assessment



18. Together	Interview Assessment
19. Accountability	Interview Assessment
20. Openness	Interview Assessment
21. Curiosity	Interview Assessment
Other	
22. Suitable and sufficient training will be provided relevant to the post. All staff will commit to attending the required training.	Application form Interview
23. The post holder will be responsible for PPE and relevant equipment as supplied	Interview
24. Be prepared to work in all weather conditions	Interview
25. The ability to fulfil the travel requirements of the post and work the required hours at any designated site or scheme within the county	Application form Interview

Desirable

Desirable criteria will be used in the event of multiple applicants meeting the minimum essential requirements and if applicable, will be assessed through a combination of your application form, assessment, interview and references (as specified below). If you meet the desirable criteria, we will require evidence of the qualifications, training or registrations listed below.

Qualifications, training or registrations	Assessed through:
26. NVQ 2, or equivalent in Highway Maintenance	Application form
27. Chapter 8 qualification such as Lantra 12D M1, M2	Application form
28. Construction Skills Certification Scheme qualification (CSCS card)	Application form
29. Site Supervisors Safety Training Scheme (SSSTS) qualification	Application form
30. City and Guilds winter service qualification	Application form
31. Street works qualification	Application form
32. First Aid qualification	Application form
33. LGV licence	Application form
Experience	
34. Experience of working on an out of hours rota	Application form
35. Experience in drainage, civils, cable avoidance	Application form
Knowledge, skills and abilities	
36. Safe and proper use of road signs (Chapter 8)	Interview Assessment
37. NPTC certificate in chainsaw operations	Interview Assessment
38. Ability to work on own initiative	Interview Assessment
Other	
39. Ability to manage own workload and that of others	Interview

Approval

Manager's job title: Senior Construction Delivery Manager

Date: August 2024

