

Job description

Job title:	Landscape Construction Worker
Grade:	Grade 6
Job evaluation reference:	NE520
Job family:	Natural Environment

Purpose and impact

This post is part of Grounds Maintenance and Landscape Services. The role's priorities are in assisting the Landscape Construction Supervisor to deliver an agreed programme of works whilst providing a cost effective, high quality and customer focused service.

Key responsibilities

1. Occasional supervision of contractors.
2. To deliver agreed programmes of landscape work and to assist, and stand in for, the Landscape Construction Supervisor as required to produce and maintain a high standard, cost effective delivery.
3. To contribute to the efficient and effective delivery and development of the wider service.
4. To work collaboratively with clients, other Council staff, the community and other stakeholders to deliver services.
5. Ensuring statutory and safety obligations are met, and there is compliance with legal and technical matters relating to sites, access, highways and general environment management.
6. Providing responses and advice in relation to customer and community feedback, complaints and a wide range of general enquiries.
7. Representing the service and promoting its work and being an advocate for Dorset Council and its partners.
8. Providing innovation and creativity in the design and implementation of projects.
9. Any other lesser or comparable duties as required.

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: Senior Landscape Construction Supervisor

Responsibility for:

- Ensuring customers desired outcomes are achieved
- Ensuring deadlines are met
- Ensuring budgets are met

Other factors

10. Responsible for ensuring risk assessments, method statements, Hand Arm Vibration records and other Health and Safety requirements are in place.



11. Responsible for safe use of vehicles, equipment and tools.
12. Required to use and be responsible for protective clothing.
13. Off-road driving and towing trailers, both on and off road.
14. Ongoing requirement for practical physical work (e.g. using hazardous operations involving powered equipment such as disc cutters and driving off road).
15. Manual outdoor working, throughout the year in all weathers.
16. Exposure to potential biohazards or challenging public behaviour (e.g. dissatisfied members of the public) etc.
17. To be responsible for the outcome of relationships with a wide range of internal and external contacts, including other service providers, ensuring the effective delivery/provision of the service.
18. Frontline service delivery, sometimes needing to react to unplanned events and to resolve emerging disputes.
19. Working to deadlines for achieving projects and reports etc.
20. A Basic DBS check is required.

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.

Essential

Essential criteria are the minimum requirement for the above post and will be assessed through a combination of your application form, assessment and interview (as specified below). We'll also use references to confirm that you meet the criteria for this role. 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. A formal qualification in Amenity Horticulture or Landscaping, i.e. NVQ Level 1 or equivalent, or significant equivalent relevant demonstrable experience. PA1/PA6 qualification.	Application form
Experience	
2. Post-qualification experience in relevant field, including working on significant contracts or projects	Application form
3. Experience of processing information requests from a wide range of stakeholders and responding with professional and technical advice	Application form
4. Experience of identifying opportunities for income generation	Application form
5. Experience in assessing and eliminating or minimising risk	Application form
6. Qualifications and extensive experience in the use of commercial grounds maintenance and / or landscape machinery e.g. angle grinder, hedge cutter, chainsaw, brushcutter, cement mixer, mini-digger, etc	Application form
7. Experience of creativity and innovation	Application form
Knowledge	
8. Professional knowledge of relevant law	Application form Interview Assessment
9. Knowledge of good practice and principles in relation to leading and managing people and contracts/projects	Application form Interview Assessment
10. Awareness of (and an effective approach to) good practice in respect of Health and Safety	Application form Interview Assessment
Skills & abilities	
11. Good communication and motivation skills	Interview Assessment
Our values	
12. Respect	Interview Assessment
13. Together	Interview Assessment
14. Accountability	Interview Assessment
15. Openness	Interview Assessment
16. Curiosity	Interview Assessment



Other	
17. Able to deal with deadlines and high work demands	Application form
18. Capable of impartial and objective judgement	Interview
19. Confident, tactful and diplomatic	Interview
20. Articulate and fluent verbal communication and presentation skills	Interview
21. Systematic and well organised	Application form Interview
22. Ability to fulfil the travel requirements of the post	Application form
23. A Basic DBS check is required	Application form

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 and interview (as specified below). We'll also use references to confirm that you meet the criteria for this role. We will require evidence of the qualifications, training or registrations listed below.

Qualifications, training or registrations	Assessed through:
24. NVQ Level 2 or above qualification in amenity horticulture or landscaping	Application form
25. Valid Health and Safety certificate	Application form
26. Qualification in risk assessment	Application form
Experience	
27. Extensive experience in supervising employed staff, agency workers and external contractors	Application form
28. Extensive experience in managing staff to produce and maintain a high standard, cost effective delivery	Application form
29. Extensive experience in managing grounds maintenance or landscaping contracts and projects	Application form
30. Qualifications and extensive experience in the use of all commercial grounds maintenance or landscaping machinery including mini diggers and attachments, flail, cement mixer, etc	Application form
Skills & Abilities	
31. Ability to carry out and record accurate contract costings and quotations	Application form Interview Assessment

Approval

Manager's job title: Arboriculture & Grounds Team Manager

Date: February 2025

