



# Charge Hand

Service	Reporting to	Location	Grade
Highway Construction Services	Highways Supervisor	Swinton Hall Road Depot	3A

## About the role

- To manage and control the construction, repair and refurbishment of new footways and carriageways and associated works. To carry out permanent reinstatement to bituminous and modular paved areas
- To carry out or assist in flagging, kerbing, sett paving and block paving and other associated modular paving works including the organisation of all necessary breaking out, excavation and removal of waste.
- Compliance with best industry safety practices, risk assessments and safe methods of lifting and handling including mechanical assistance.
- To lay bituminous macadam binder and surface courses to the required tolerances and the laying of other associated flexible and rigid constructions including the organisation of all necessary breaking out, excavation and removal of waste.
- To install a variety of street furniture, guard rails, bollards, sign poles, public seating and litter bins and ironwork.
- To be responsible for your own Safety at Work and working in line with current safe working methods, Codes of Practice and Risk Assessments.
- To be competent in the operation of all associated tools, plant and equipment.
- Basic setting out of Civil Engineering Works.
- Interpretation of Plans and information given.
- Experience of working with the public whilst on official duties
- Will be responsible completion of Paperwork, i.e. time sheet, Plant and equipment sheets.
- Will order materials required for next working day when required
- Will be responsible for outputs oversee the work being undertaken whilst out on site.
- To act as mentors / chaperones to develop Highways Maintenance Trainees/Apprentices.

- To undertake such additional duties as are reasonably commensurate with the level of the post.
- The post holder will carry out their duties with full regard to the City Council's Equal Opportunities Health & Safety and Community Strategy policies.
- To contribute and demonstrate a commitment to the City Council's Crime and Disorder Reduction Strategy.

## Key outcomes

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- Ensure all work is completed with timeframes given and if problems arise to raise with management, assisting them to come to a solution if required.
- Compliance with health and safety at work at all times
- Work undertaken is in line with Salford Standards
- Able to communicate effectively and work as a team
- Able to work with minimal supervision to complete work undertaken
- Be a representative of Salford Council when out completing work in line with Salford Values and behaviors

## What we need from you

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- Proven technical skills and ability in the role with a record of accomplishment for delivering outcomes
- Professional credibility through proven relevant experience
- To model and demonstrate our values and behaviours
- Similar experience using similar plant equipment/machinery
- Willingness and ability to work outdoors in all weather conditions

## What we can offer you

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Your ongoing professional development and success in your role is important to us, and that is why we provide a variety of learning and development opportunities. Within the sections below you will find development options tailored to you which will enable you to further develop your existing skills and learn new ones at a pace that suits you best. If you are joining us now, your development will form part of ongoing discussions with your manager. If you are an existing employee, you should use your Personal Development Reviews to discuss your development with your manager and create your development journey. It's important you also take full advantage of any informal learning available to you during the course of your work.



## Online learning

Develop your knowledge across a wide range of areas through our Me-Learning platform, with over 200 free courses to choose from. To have the best possible start and comply with current legislation, you must complete the following modules: Welcome to Salford, Health and Safety in the Office, GDPR, Equality Essentials, and Safeguarding Children and Adults. You may also benefit from a variety of courses in categories such as Business Skills, IT and Project Management which are available to learn at your own convenience and pace.

## Professional Development

Gain role specific skills and time to learn through a wide range of development opportunities. Learn whilst working and get support towards your qualification through an apprenticeship standard. Access professional development ranging from entry level to master's type qualifications, including achieving a role appropriate qualification. Details can be found on the Institute of apprenticeships website.

## Tailored Development

We can offer on the job training and CPD opportunities

## A digital organisation

### Developing your digital skills

Our ambition is to provide our workforce with the right level of digital capabilities needed to be successful. Whatever your current digital abilities are, we can provide development ranging from essential workplace skills to specialist workplace skills. These will be delivered through our Digital Skills Academy using both self-directed and guided learning opportunities to enable you to develop. Additionally, you can access free online courses through the [iDea website](#).

### Sharing your digital skills

Our goal is to support you to share your digital knowledge with other people. Our Digital Eagles programme has been designed to cover basic digital skills and build your confidence to assist others. By the end of this programme you will join hundreds of staff members who already are digital eagles, and be able to help colleagues, customers, residents, or people in your personal life with all things digital.

## Our organisation's values

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**We have four values: Pride, Passion, People, Personal responsibility.**

[Our four values](#) are central to the way we communicate about the council and the way in which we behave with colleagues, customers, and partners - so that we live and breathe our values each day.



# Our values



## Application guidance

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We are a values-based organisation so reflecting our values or a values-based approach in your evidence will support your application.

The different sections of this role profile are there to give you an understanding of the purpose of the role. The 'what we need from you' section outlines the minimum criteria you will need to meet within your application.

