



Highways Operative

Service	Reporting to	Location	Grade
Highway Construction Services	Highways Supervisor	Swinton Hall Road Depot	2C

About the role

- You will assist in the taking up, storage, safe handling, disposal and laying of pre-cast concrete and natural flagging, kerbing, sett paving and block paving and other associated modular paving works.
- To assist in the safe breaking out, excavation and removal of highway materials and assist in the disposal away from site.
- To assist in the laying and raking of bituminous macadam binder course and surface course to the required tolerances and the laying of other associated flexible and rigid construction.
- To assist in the preparation and laying of kerbs, edgings, channels and flags.
- Working to precise levels and requirements in construction work and compliance with workmanship and material specifications.
- To assist in setting out of roadworks and associated safety measures and an operational understanding of chapter 8 safety guidelines.
- To assist in the installation of a variety of street furniture, guard rails, sign poles, public seating and litterbins and ironwork.
- Compliance with working instruction response times, ensuring whenever possible the completion of 2-hour, 24 hour and 28 day response work orders.
- To be responsible for your own Safety at Work and work in line with current safe working methods, Codes of Practice and Risk Assessments.
- To be competent of driving vehicles and to safely operate associated tools, plant and equipment to an industry recognised standard.
- 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.
- To undertake such additional duties as are reasonably commensurate with the level of the post.

Key outcomes

- Able to complete works under tight deadlines ensuring all work is conducted efficiently and effectively
- Have an understanding of health and Safety whilst on site and ensuring this is always maintained whilst working
- Work within a team to ensure work is completed, communicating effectively with each other.

What we need from you

- 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
- Previous experience of working to deadlines.
- Previous experience of manual work, and plant equipment/machinery.
- Willingness and ability to work outdoors in all weather conditions

What we can offer you

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

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

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.

