

Highways Operative

Grade 4 - 6

At Kirklees we want to be innovative and creative in the way we work to deliver our services to our communities. We know we have challenging times ahead so we are always looking for better and smarter ways to work.

The post of Highways Operative is responsible for providing effective construction and maintenance services that are high quality, value for money and have a positive impact on the lives of our customers. This is a career graded post and your duties and level of responsibility will vary according to the grade and demonstration of required standards. You will be expected to demonstrate commitment to develop your skills and experience and Technical knowledge. Our performance management arrangements will support you.

This role is based within Highways Service, which is part of the Directorate of Economy & Infrastructure. [Click here to find out more](#)

The Job

You will be responsible for providing effective maintenance and development of the Kirklees road network that improve the lives of customers.

The Service uses a number of working patterns including seasonal hours and evening/night hours that may include working weekends and Bank Holidays.

This work will include pothole repairs, mason repairs, carriageway repairs; paving; carriageway and footway reconstruction; safety schemes; regeneration schemes; electrical work; signing; road marking; street lighting; weed control; drainage; joinery; walling and winter maintenance duties, responsibilities and hours of work will be allocated to meet the needs of the Service.

Your role of Highways Operative is physically demanding and involves bending, lifting, carrying and walking on a regular basis. You will work outside in all types of weather conditions. You will also participate in other emergency duties.

To carry out your duties effectively you will need to be proactive in your approach and you will be required to liaise with supporting staff across the Service, other Council departments, Councillors and external organisations and agencies and members of the public, providing a courteous, helpful, confidential and responsive service.

You will also be required to participate in meetings.

Job Checklist

- Contribute to, and deliver within budget, an efficient and responsive service to meet the needs of customers, the Service and political priorities.
- Work with internal and external partners including businesses, communities, the voluntary sector, councillors, other council services and our own staff.
- Proactively develop, sustain and promote a positive internal and external image of the Service when dealing with customers and partners.
- Support the management and development of the Service to help it deliver its own and corporate priorities.
- Improve services provided through business/process re-design and effective project management.
- Undertake work safely in line with Health and Safety procedures, operators guidance and service arrangements in place to minimise risk
- Report any accidents, faults or repair needs promptly.
- Ensure arrangements for security are followed.
- Take part in training and development. If this includes Large Goods Vehicle and Driver Certificate of Professional Competence training then you will be required to take part in Winter Maintenance duties outside normal working hours.
- Please [click here](#) to see your responsibilities related to safeguarding

The Person

- We need our employees to be driven to achieve the best, to be hard working, respectful and thoughtful to each other and our customers and to be creative, wherever they work.
- You will be self-motivated and have experience within a construction/civil engineering background.
- You will work on your own using your own initiative and have excellent team working skills when part of a team, including being reliable.
- If you see problems in the way the Service operates you will use your initiative to help find solutions. You need to be as much a 'problem solver' as well as a 'problem finder'.
- You will take an active role in delivering a value for money service and driving out inefficiencies.
- You will adhere to safe health and safety working practices and deliver a reliable highway service.

The right behaviours and attitudes are as important to us as the skills you bring to the job. It is not just about 'what you do' in your job but just as important is 'how you do it'. We expect all our employees to demonstrate the following behaviours:

- Positive
- Honesty
- Respectful
- Flexible
- Communicative
- Supportive

This role is at 1 (2 for Grade 6). [Click here to find out more](#)

We also expect you to promote and role model the Council's Expectations of a New Council employee within the organisation.

Person Checklist

(Entry Grade 4)

- NVQ 2, G39/authorisation, NRASWA or previous relevant experience.
- Experience of operating basic tools, equipment, machinery and plant
- Experience of assisting in one or more of the below:-
 - 1) Laying of flags or other modular paving.
 - 2) Building of walls.
 - 3) Laying and compaction of a range of coated and uncoated materials to specification.
 - 4) Erecting, maintaining and dismantling various highways street furniture, equipment and signs.
 - 5) Laying out of road marking materials.
 - 6) Fabricating, welding, joining and installation of metal street furniture.
 - 7) Controlling obstructive plants, weeds, shrubs and leaves on the highway and areas adjacent to it.
 - 8) Testing of both 'live' and 'dead' circuits.
- Knowledge of health and safety and risk issues in the workplace.
- Whether undertaken by yourself or others, have experience of assisting in the identification of resources required for work (e.g. plant, labour and materials for different types of work).
- Ability to undertake checks (e.g. water, fuel and oil in roller, oil and filter on masonry saw etc.) and reasons this are required as part of procedures or legislation.
- Ability to work on own initiative, with minimal supervision in addition to good team working skills.
- Good level of IT knowledge and skills.
- Commitment to develop the skills required to progress.
- Accepts you will be required to undertake medical screening as determined by the Occupational Health Unit appropriate to occupational risk.

This Job Profile is intended to provide an understanding and appreciation of the responsibilities of this particular job. It is not possible to specify every detail and we expect you to work flexibly within your skills, knowledge, experience and grade of this job.

For Recruitment Purposes: In order to be considered for this role you will need to demonstrate how you meet the person checklist.