

## Senior Highways Operative – (Grade 7 to 9)

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 role is based within the Economy and Infrastructure. Click [here](#) to find out more.

### The Job

You will carry out a range of skilled and technical tasks that support the development, maintenance and safety of the highway network and contribute to the development of the Service. Areas of work will include weed control; drainage; potholes; carriageway repairs; paving; tarmacing; safety schemes; electrical work; signing; road marking; street lighting faults; joinery and winter maintenance.

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

The role of Senior Highways Operative is physically demanding and involves bending, lifting, carrying and walking on a regular basis, and working outside in all types of weather and conditions.

You will contribute to the development, implementation and review of working practices and procedures. You will have overall responsibility for the Health and Safety of yourself, your team(s) and others around you at all times, and for making sure that work carried out achieves the specifications of the customer and is of a high quality standard. You will be required to interpret, understand and follow maps, drawings, technical specifications, and other documentation or information, communicate their content to your team(s) and document any changes made as required.

You will plan workloads, set objectives and targets and ensure effective decision-making. You will coach, and develop the potential of your team(s) promoting a good working environment in which their contribution to achieve Service objectives is appreciated and valued.

### Job Checklist

- Highway assets will be maintained and improved for the benefit of all highway users
- The safe movement of highway users, including pedestrians with minimal disruption whilst using the roads and footways across Kirklees
- Contribute to, and deliver within budget, an efficient and responsive service to meet the needs of 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.
- Assist in developing, sustaining and promoting 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.
- Contribute to the improvement of services provided through review of working practices and processes and effective work/scheme management.
- 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.
- When supervising a team, you must have the necessary communication skills to performance manage employees within your team(s) and across the organisation including absence, holidays, productivity and behaviour.
- 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 2. The Council's [Behaviours and Expectations](#) will be tested throughout the selection process.

## Person Checklist (Entry Level – Grade 7)

- Experience of operating tools, equipment, machinery and vehicles.
- Experience in the detection of underground services, including the use of appropriate equipment and safe digging procedures.
- Experience of setting out works from construction drawings or other information.
- Experience of undertaking detailed measures, calculations and estimates e.g. volumes, tonnages and conversions.
- Experience of interpreting, understanding and complying with documentation required for work and be able to put it into practice such as CDM and Health and Safety.
- Experience of supervising a team, including allocation of work and informal training and guidance.
- Experience of presenting information in formats suitable for a variety of audiences.
- Ability to lead in the identification of resources required for work (e.g. plant, labour and materials for different types of work).
- Ability to prioritise, co-ordinate and deliver agreed schemes/workloads.
- Ability to prioritise and co-ordinate the erecting, maintaining and dismantling various types of highways street furniture, equipment and signs.
- NVQ Level 3, G39/authorisation, LGV, G6159 assessment, NRASWA or previous relevant experience.
- Good level of IT knowledge and skills.
- Ability to respond to Councillors operational requests impartially and confidentially.
- Following an offer of employment you will be required to undertake a standard medical screening and other medical screening as determined by the Occupational Health Unit appropriate to occupational risk.

*This Role 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.