

Northumberland County Council
JOB DESCRIPTION

Post Title:	Specialist Heavy Plant Operator		Director/Service/Sector: Local Services, Highways & Neighbourhood Services		Office Use
Band:	5		Workplace: Countywide		JE ref: 4152
Responsible to: Highways Civil Engineering Team Leader			Date: April 2022	Manager Level: N/A	HRMS ref:
Job Purpose: To maintain and operate specialist plant to carry out highway maintenance and construction activities					
Resources	Staff	Highways Operative, Highways Apprentice			
	Finance	None.			
	Physical	Specialist plant to the value of £200,000			
	Clients	Daily contact with service users and the public for which there is some shared responsibility.			
Duties and key result areas: At the direction of a Highways Supervisor, Inspector Supervisor, Senior Highways Supervisor or other supervising officer undertake the duties of :-					
1. To operate specialist heavy plant to undertake a variety of construction works across Northumberland. Load associated vehicles. 2. Manage and maintain the plant and equipment in line with manufacturers guidance. 3. Advise operational teams of the operational risk associated with the plant and equipment. 4. Liaise with the fleet department for replacement parts and equipment as and when required. 5. Adhere to all Health and Safety Method Statements, COSHH Assessments, Risk Assessments and Procedures and have working knowledge of Chapter 8 of the Traffic Signs Manual which covers signing and guarding at roadworks. Be competent in the use of all personal protection equipment such as ear and eye protectors, high visibility clothing, etc. 6. Location of underground services using a cable locator and public utility service drawings and plans prior to excavation. Excavate with extreme care in the vicinity of live public utility service cables and pipes. 7. Be aware of and comply with Health and Safety Regulations and Requirements and attend safety courses as necessary to obtain accreditation / certification. 8. Capable by means of training and accreditation to drive construction plant and machinery such as road rollers and mini excavators with front and rear shovel. 9. Day to day driving and security of vehicles and plant such as excavators, light pickups, vans and LGV's. 10. Snow clearing and gritting with specialist plant and hand tools. 11. The ability to use a loading shovel and other highways equipment e.g. small vibrating rollers, compactors, stihl saws, compressors etc. 12. To be able to work from written works instructions where no direct supervision is available also read and interpret construction and utility drawings and carry out simple site setting out procedures. 13. Occasional supervision and on site training of trainees / YTS. 14. Excavation of trenches taking all necessary health and safety precautions including shoring. 15. To complete vehicle and plant log sheets and weekly time sheets for costing purposes. 16. Responsible for security of items of plant and machinery while working on site. 17. Willing to respond to out of hours calls to make safe dangerous situations e.g. oil spillage, road traffic accident, etc. 18. Occasional on-the-job training of new recruits 19. Training will be made available for duties as applicable to the post. 20. It is expected that the post-holder will work in a way which furthers the values of the organisation, with particular reference to customer care, equal access and opportunity and quality of service.					
The duties and responsibilities highlighted in this job description are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and extent of the post and the grade has been established on this basis.					
Work Arrangements					

Physical Requirements	Regular moving of specialist plant. Maintaining equipment and plant. Removing and changes excavator buckets and equipment. Regular servicing of plant and equipment.
Transport requirements:	Extensive travel to work sites, area offices or training venues, throughout the County and occasionally further a-field.
Working patterns:	Normal office hours and overtime may apply. Standby or call out arrangements may apply.
Working conditions:	Extensive exposure to working outdoors throughout the year.

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PERSON SPECIFICATION

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Essential		Desirable	Assess by
Qualifications and Knowledge			
City & Guilds Craft Certificate in Roadwork, NVQ Level 2 or equivalent qualification. Relevant qualification for heavy plant and excavators up to 6T Qualification in the operation of 180 degree wheeled diggers.		3 years experience drive JCB 4CX or equivalent	
Experience			
Previous experience of highways and construction works. Previous experience operating wheeled diggers and excavators.			
Skills and competencies			
Ability to understand and comply with straightforward spoken and written instructions, Ability to be directed by a banksman during site activities/operations Ability to keep basic work records Ability to complete daily paperwork Strength dexterity and co-ordination to use hand or power tools of larger pieces of equipment Specialist skills associated with the operation and maintenance of hand and power tools. Ability to drive a variety of work related general purpose vehicles up to 7.5 tonnes.		Ability to use Information Technology systems Ability to drive a work related vehicle over 7.5 Tonnes Ability to operate Winter Services vehicle and associate plant.	
Physical, mental and emotional demands			
Physical ability to engage in heavy manual work. Much of the time will be driving and operating heavy plant and wheeled diggers with attachments. Walking, stooping, lifting and carrying. Flexible approach to nature of duties performed .			
Motivation			
Commercial awareness. Ability to cope with a regularly high level of physical demand Ability to maintain general awareness for safe working conditions with some periods of concentration. Ability to work outdoors in all weather conditions Displays and encourages high standards of honesty, integrity, openness and respect for others. Dependable, reliable and keeps good time.			
Other			
Able to comply with the physical requirements of the Posts in question.			

Key to assessment methods; (a) application form, (i) interview, (r) references, (t) ability tests (q) personality questionnaire (g) assessed group work, (p) presentation, (o) others e.g. case studies/visits.