

# Highways Operative

Service	Reporting to	Grade	Salary	Location	Hours
Place – Construction Services	Highways Supervisor	2C	£27,334 - £29,269	Salford – Swinton Hall Road	36

## 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

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- 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

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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
- 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

You will be welcomed into a friendly environment where your personal and professional development will be encouraged, and you will have the opportunity to work and grow in a values based organisation where people are at the heart of everything we do. We promote a positive permission culture, empowering you to make a difference. Your opinions matter to us and you will have the opportunity to shape how we do things through our Salford 100 employee group and our employee led redesign approach. Your work-life balance and wellbeing are important to us so you will have access to a range of benefits including green travel, pension and salary sacrifice schemes. In addition to this we offer a range of health and wellbeing options to suit your needs.

## Our vision and priorities

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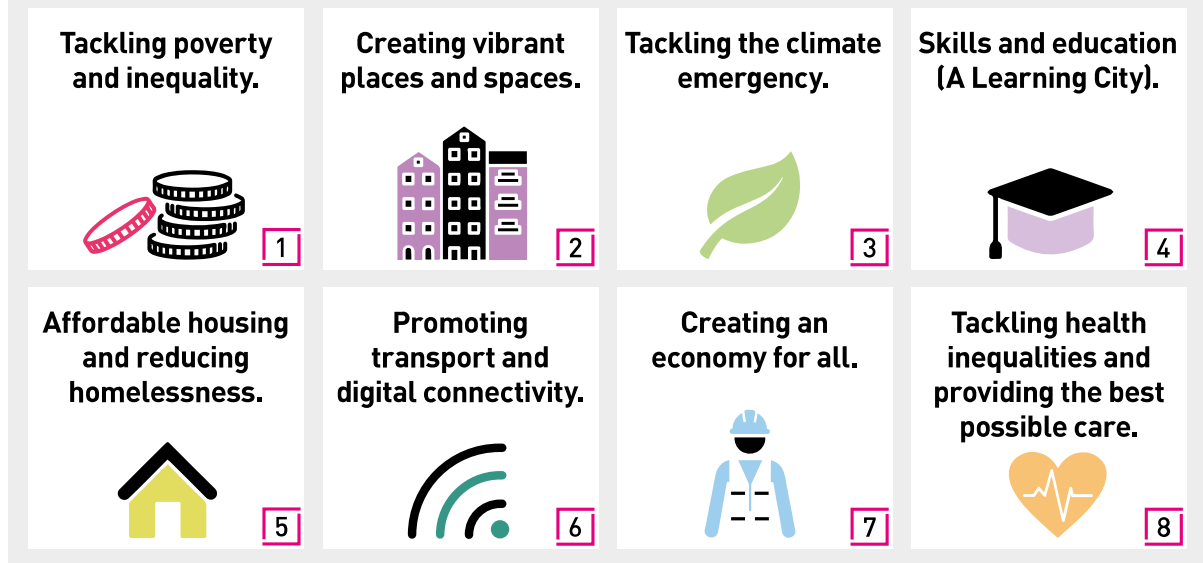
### Our vision

The council has a vision is to create '**A fairer, greener and healthier Salford**'.

To help us achieve this vision we have identified some key priorities to tackle the problems people in Salford are currently facing, the Great Eight.



# The Great Eight are:



## The Great Eight

### Tackling poverty and inequality:

- Ensuring poverty prevention and reduction is at the heart of everything we do in the city
- Support people currently experiencing poverty through continuation of personalised care to the most vulnerable residents
- Work to reduce inequalities wherever they exist

### Creating vibrant places and spaces:

- Deliver commitments within the city's new Culture Strategy, including creation of a Salford Heritage Commission to support the city's vibrant cultural assets
- Ensure local access to, and benefit from, the city's world class cultural assets such as the Lowry and RHS Bridgewater
- Build on the city's strong voluntary, community and social enterprise sector to build resilient community support and ensure Salford is a supportive and safe place
- Create and support vibrant neighbourhood centres at the heart of their local community

### Tackling the climate emergency:

- Secure investment and development in green spaces and green infrastructure across the city, including electric vehicle charging points, affordable energy

- Encourage active travel and improvements in air quality
- Invest in green skills and green economic sectors to strengthen the city's future economic resilience

### **Skills and education (A Learning City):**

- Develop skills pipelines and a connected education system to link people to new job opportunities in productive growth sectors in the city
- Supporting young people to continue with their education in high quality and safe settings
- Support the transition of young people and recently unemployed into decent and sustainable jobs, focusing on growth sectors in the Salford and GM economy
- Support business development and innovation for the creation of new jobs and employment opportunities

### **Affordable housing and reducing homelessness:**

- Continue efforts to reduce homelessness and rough sleeping
- Strengthen our commitment to provide decent and affordable social housing including through the council's own ethical housing company Dérive

### **Promoting transport and digital connectivity:**

- Support the development the cycling and walking network across the city
- Lobby for further investment in a connected public transport system, including extension of the GM Metro-link and GM bus franchising
- Invest in our digital infrastructure and skills to ensure no resident or business in the city is digitally excluded

### **Creating an economy for all:**

- Maintain confidence to invest and develop in the city, focussed on our strategic opportunities and sectors and provide foundations for inclusive economic growth
- Maximise the social value and impact from our role as an anchor institution, including by prioritising local suppliers and local supply chains wherever possible, and committing to a strengthened Salford Social Value Alliance and 10% Better Campaign
- Supporting the development of alternative economic models and community wealth building to support residents to benefit from the local economy
- Lobby for a fair funding settlement for Salford to guarantee effective public services

### **Tackling health inequalities and providing the best possible care:**

- Work to become a Marmot City

- Ensuring access to mental health care and support
- Ensuring children and young people are safe and have the best possible start in life
- Strengthening our unified model of health and care, including a valued care workforce

## 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.

### Pride

"I'm proud of and committed to our city, its people, our work, and I demonstrate the 'Spirit of Salford' in everything I do."

### Passion

"I am optimistic and ambitious for the city and its people, being creative and positive about change and making the most of opportunities."

### People

"I respect and care for others, treating everyone fairly, listening and acting on the things people say."

### Personal responsibility

"I am honest, taking responsibility and ownership for my actions and decisions and using resources that I am trusted with wisely."

## Our values



**Pride**

**Passion**

**People**

**Personal responsibility**

# 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.

