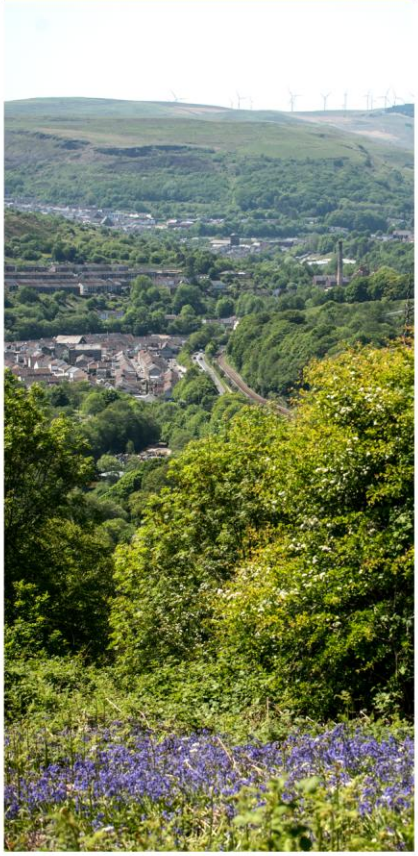
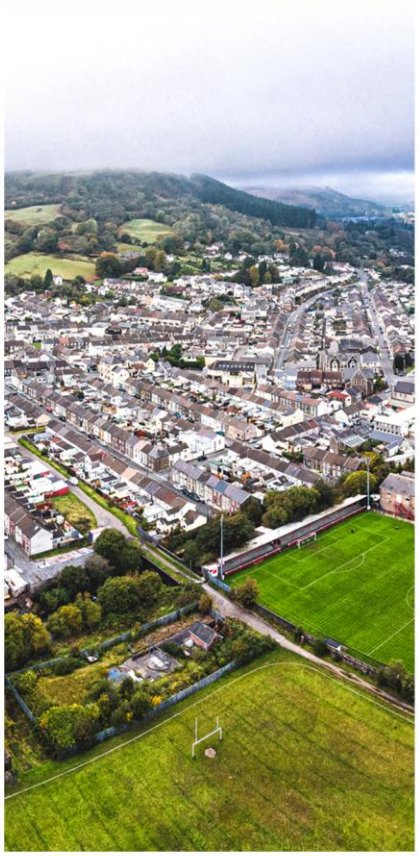
SWYDDI CYNGOR
RHONDDA CYNON TAF
COUNCIL JOBS

RHONDDA CYNON TAF







Pecyn Gwybodaeth i Ymgeiswyr

Candidate Information Pack

Mae'r ddogfen hon ar gael yn Gymraeg / This document is also available in Welsh

JOB DESCRIPTION

Streetcare Senior Team Leader (Welder)

Post Reference Number: 11965

Date of Job Description: 08/09/2026

Version: V1

Grade	7
Location	Abercynon Depot
Group	Environmental services
Division	Finance, Digital, and Frontline Services
Department/Section	Highways & Streetcare
Team/Sub Section	Highways
Responsible to	Highways Supervising Engineer
Posts reporting to this post	N/A
DBS Required	No

Why work for Rhondda Cynon Taf Council?

Rhondda Cynon Taf Council is one of the largest Local Authorities in Wales. Our vision is for a Rhondda Cynon Taf where "All people, communities, and businesses can grow and live in a healthy, green, safe, vibrant, and inclusive County Borough where they can achieve their full potential in all aspects of their lives and work, both now and in the future"

If you work for us, your work contributes to making a positive difference in our communities.

We are committed to creating a rewarding and inclusive working environment that reflects our values and priorities.

We provide excellent induction, training, and development programmes to help you grow within your role and career. You'll be challenged and supported through new opportunities to build new and transferable skills whilst making an impact.

Wellbeing and Work-Life Balance
In our comprehensive Workforce Wellbeing Strategy, which recognises the many elements influencing overall wellbeing. We offer a wide range of benefits and support services to help you thrive in the workplace.

You will have access to a range of wellbeing initiatives including discounted **Leisure for life** membership**, 'Vivup Card'** for discounts on hundreds of products and services and a **Cycle to Work** scheme.

We commission an **Employee Assistance Programme** (EAP) which gives access to 24/7 wellbeing support as well as a wealth of online resources including self-help workbooks, podcasts and health assessments.

Our **pension scheme** offers competitive benefits, with additional financial savings to be had with discounts on hundreds of products and technology and car purchase schemes providing additional ways to manage personal finance, all available through the **staff benefits** platform. There are further opportunities to boost financial wellbeing by learning more via the **Salary Finance** workshops.

In addition, we support work-life balance through flexible, family friendly policies and a generous annual leave entitlement, starting at 26 days (pro rata) rising to 31 days after 5 years of service, plus 8 public holidays and the option to purchase additional annual leave (up to 10 days pro rata). Our inclusive workplace also celebrates diversity with staff networks for employees including the Allies Network, Disability and Carers network, Perthyn (LGBTQ+ Network) and Spotlight (open to Black, Asian, and minority ethnic staff).

Please see our career pages to find out more about working for us.

Purpose of the post:

To contribute to the achievement of the objectives and performance targets as set out in the Business Plan for the highways Maintenance Section within Streetcare.

What you will deliver:

1 To work in a professional manner and portray a positive image of the council in the workplace.

2 To undertake duties in relation to Highways Maintenance and Construction such as fencing, post/sign erection, installation of street furniture, welding, and manufacture of metal components.

3 To ensure work is completed to a high standard, to be inside required tolerances and within agreed timescales.

4 To set an example for and have a health and safety responsibility for team members with particular attention to issues relating to specialist welding operations/equipment.

5 To direct and allocate tasks to team members on a daily basis.

6 To operate plant and equipment such as kerb saws, gas cutters, portable welders, angle grinders, pace breakers, and drills.

7 To erect and take down traffic management equipment including temporary traffic signals, where necessary.

8 To participate in the emergency out-of-hours stand-by system, including winter maintenance and flooding operations.

9 To participate in any training necessary to meet the needs of the service.

10 To be flexible to work in other teams as required.

11 To be able to estimate quantities of materials, identify type of materials required and identify methods of work to undertake all fabrication duties.

To undertake duties commensurate with the grade in accordance with the purpose and accountabilities of the post.

To comply with the Council's Health and Safety Policies and procedures and undertake any relevant health and safety duties in accordance with local arrangements.

To support the Council to play its part in tackling Climate Change and meeting its Carbon Reduction targets across the services it delivers and also in the goods and services it buys or commissions from other organisations.
All staff have a valuable and vital role in keeping people safe. Any person with concerns regarding the safety of a child or adult at risk, OR the behaviour of a colleague towards a child or adult at risk, has a responsibility to report this immediately. This should be done via the person's Line Manager, Designated Safeguarding Lead or contact the Cwm Taf Multi Agency Safeguarding Hub.

THE CONTENTS OF THE DOCUMENT WILL BE SUBJECT TO REVIEW FROM TIME TO TIME IN CONSULTATION WITH THE POST HOLDER. JOB DESCRIPTIONS MAY BE AMENDED TO REFLECT AND RECORD SUCH CHA

PERSON SPECIFICATION

This Person Specification sets out the knowledge and/or qualifications, past experience and personal competencies that would be ideal for this particular post.

The **Knowledge/Qualifications** and Experience sections describe what is required in terms of the technical ability that is needed to do this job successfully.

The **Competencies** section describes the kinds of non-technical skills, abilities and personal characteristics that the ideal person for this particular role would have. The competencies describe how that person would ideally work with other people and how they would approach their responsibilities.

The **Special Conditions and Professional Requirements** section describes any other qualities appropriate to the particular circumstances associated with this role.

Knowledge / Education:

Essential	Desirable
Good knowledge of highway maintenance / construction operations.	Relevant qualification / accredited training in highway maintenance.
Welsh Language Level 1 – All employees will be required to undertake a basic Welsh Language induction to reach this level. Please refer to The Welsh Language Skills Guidance online www.rctcbc.gov.uk/WelshSkills.	Welsh Language Level 2 to Level 5. For details on the levels please refer to The Welsh Language Skills Guidelines, which can be found in the Welsh Services section of the RCT Council Website.
Hold a recognised welding, fabrication or engineering qualification i.e. Level 3 in fabrication and welding engineering or equivalent.	

Experience:

Essential	Desirable
Relevant skills and experience in highway maintenance / construction operations; be competent in commonly used welding processes	Experience in dealing with the public.
Relevant skills and experience in highway maintenance / construction operations; be competent in commonly used welding processes	Experienced in leading a team.

Welsh language skills:

Essential		Desirable	
Welsh Language Level 1	☒	Welsh Language Level 2	☐
All employees will be required to undertake a basic Welsh Language induction to reach this level		Welsh Language Level 3	☐
Welsh Language Level 2	☐	Welsh Language Level 3-5	☐
Welsh Language Level 3	☐	Welsh Language Level 4	☐
Welsh Language Level 3-5	☐	Welsh Language Level 5	☐
Welsh Language Level 4	☐		
Welsh Language Level 5	☐		

For details about the levels please refer to 'The Welsh Language Skills Guidance' online: www.rctcbc.gov.uk/WelshSkills

What skills you will use in the workplace:

Competency	Skilled Manual Workers Competency Framework
Competency Areas	**Competency behaviours and values**
1.Working with others.	Is a Team player Always treats other people with respect.
2. Communicating effectively.	Is always polite and courteous. Checks that others have understood them.
3. Working with Service users.	Is always a good representative of the council. Considers the needs of different groups, e.eg children, senior citizens and disabled people
4. Demonstrating technical ability.	Works to their best ability. Knows how use all their equipment correctly.
5. Working Safely.	Knows and follows relevant H&S rules and procedures. Always wears the correct protective clothing and ensures that is kept in good working order.

Special Conditions and Professional Requirements

The postholder will be expected always to wear the appropriate PPE

You will be asked to participate in the out-of-hours standby rotas.

Will be required to carry out lone working

Ability to travel throughout the County Borough to respond to Service needs