CYNGOR SIR *POWYS* COUNTY COUNCIL

JOB DESCRIPTION

Position Title:	**HGSS Operative (L1)**
Position Number:	**HTR0493**
JE Code:	**LES305**
Service:	**Highways, Transport, & Recycling**
Location/Work Base:	**Llangammarch Highways Depot**

(this is an on-the-go based worker position, which means that whilst the post holder will be required to attend a specific base of work they will work across the county at various locations for the majority of their time)

Grade:	**Grade 6** **Point 11 to Point 14** **£29,071 to £30,515 per annum** **£15.06 to £15.81 per hour**
Contracted hours:	**37 hours, Permanent**
Reporting to:	HGSS Supervisor
Responsible for:	None

Summary

About the role:

You will undertake a range of skilled tasks working on the highway network, operation of large goods vehicles, tools and equipment in relation to the service function of the highways, transport and recycling department.

You will take part in the out of hours service including Winter maintenance which will include pre salting, ploughing and patrolling the network of both County & Trunk roads, working outside of normal hours and often in extreme and challenging weather conditions.

About you:

Hands-on construction and highways maintenance experience, with the ability to lead by example and support operational works on site.

Strong understanding of health and safety legislation, risk assessments, and safe systems of work.

Ability to work as part of a team, ensuring high standards of performance and productivity.

Good communication skills, with the ability to engage effectively with staff, contractors, stakeholders, and members of the public.

Under pinning knowledge of plant & equipment used in the maintenance of the highway
A full HGV / LGV Licence category C

What you will do:
You will:
• Work as part of a team carrying out highway maintenance.
• React to safety defects.
• Take part in the out of hours service including winter maintenance.
• Carry out vehicle checks and record in driver defect books.
play an active role in our highways team taking part in construction works

If you have any questions about the role, please contact:
Stephen.smith@powys.gov.uk

Your responsibilities will be:

1. To undertake a range of skilled tasks and the operation of large goods vehicles, tools and equipment in relation to the service functions of the Highways, Transport, Waste and Recycling Department, ensuring an efficient and effective delivery of the Highways, Grounds and Street Scene service to the stakeholders that meets the Council's and the Governments performance criteria including continuous improvement.

2. Carry out a winter road maintenance service to include precautionary salting, patrolling, road condition assessments and snow clearance of the Trunk and County roads network, working outside normal hours and often alone in extreme and challenging weather conditions.

3. To take responsibility for operating LDV and other vehicles and colleagues directly engaged in the operation, adhering to all relevant health and safety policies and arrangements in a pro-active manner to ensure that a high standard of safe working practices are maintained.

4. Carry out a wide range of highways, grounds and street scene construction and maintenance tasks and winter maintenance tasks, to the standards required and within the scheduled programme of works. Work in co-operation with other service providers and contractors as required.

5. Report any issues or incidents encountered in work situations through customer reports / complaints, general observation, accidents and near misses.

6. To respond when called to emergency situations (unforeseen road conditions, assist emergency services with access etc.) and also to work over prolonged

periods of time through the night and weekends in adverse weather and road conditions.

7. Use of initiative to suggest and implement better work methods, alter the order of work to achieve priorities, apply problem solving and decision making to achieve tasks successfully, to the standards required and in compliance with health & safety regulations.

8. Be prepared to operate and drive large bespoke vehicles often in extreme conditions, snow, ice and darkness over arduous routes.

9. To receive and put into operation technical instructions in relation to the road treatment and the anticipated road surface and weather conditions. Give instruction to any 'drivers mate' deployed to assist during inclement conditions. Report back any unexpected/unforeseen hazardous conditions and assist in the co-ordination of resources in reaction to unforeseen conditions.

10. Carry out vehicle and equipment checks and testing to ensure safe and correct operation, roadworthiness and correct equipment settings for appropriate rates of spread (grams per m2 of salt), including a variety of vehicles in use for roads winter maintenance. Report and act on any vehicle or equipment faults/breakdowns to ensure deadlines for the completion of specified treatments are still met within the prescribed timescales.
11. To undertake constant monitoring of equipment whilst in use; making adjustments for varying road widths, rates of spreading, instrument gauges, cameras etc., including frequent stops to check correct functioning/salt spreading to spec.

12. Take responsibility for fitting and operation of vehicle attachments including snow ploughs, spreading attachments, demountable bodies and ensure all vehicle return checks are completed and documented and the vehicle is prepared and ready for the next shift.

13. Maintain and update work records etc as necessary and provide simple work assessment reports as requested. At the end of each winter maintenance treatment provide a report of actual road conditions encountered, remedial action taken and any anticipated requirements for the next shift.

14. Attend mandatory training as instructed by the HGSS Foreman to ensure levels of skill and competence are maintained to the standards required to carry out the Operative role effectively and safely.

15. Provide advice and assistance to members of the public as the circumstances require and respond appropriately to members of the public particularly in situations when they may be demanding and highly emotional.

16. Adhere to and apply the principals of the Council's Health & Safety policy. Undertake and maintain records of Health and Safety checks in relation to Personal Protective clothing and Equipment. Work in accordance with policies and risk assessments, making decisions based on dynamic assessments of any changing conditions and circumstances on site.

17. Predominantly work outside in all weather conditions.

DBS:
There is no DBS Check requirement for this position.

Health and Safety Statement:
To address health and safety policies and arrangements in a pro-active manner to ensure that a high standard of safe working practices are maintained.

Equalities Statement:
To abide by the principles and practice of equality of opportunity as laid down in the Council's Equal Opportunities Policy.

Welsh Language Requirement:
Welsh language skills are desirable

NOTE;

Notwithstanding the detail in this job description, the job holder will undertake such work as may be determined by the Manager from time to time, up to or at a level consistent with the 'Principal Responsibilities of the Job'.

PERSONAL SPECIFICATION

Do you think you're the right person for the role? Then, demonstrate you meet the following criteria in your application.

Experience

Essential

- Considerable experience in one or more of highways / grounds / street scene maintenance. An understanding of the range of equipment used by the teams and able to provide advice on best practice and how to overcome problems.

Knowledge

Essential

- An in depth knowledge and experience of winter maintenance operations, plant and equipment and the ability to make qualified decisions on winter maintenance operations.
- Good knowledge of geographical areas and characteristics.

Desirable

- A thorough understanding of highways maintenance and the relevant regulatory framework and the standards and specifications for the work areas, e.g. the highways act and environmental legislation and Civil Engineering Contracts.

Qualifications and Training

Essential

- Winter Maintenance Sector Skills Scheme Units 080/013
- Safety on the Highway
- HGV/LGV full driving license, category C
- Health and Safety Certificate to a minimum standard of IOSH 'Managing Safely' or equivalent / or commitment to work towards achievement of this certificate.
- Relevant NVQ Level 2 qualification and practical experience
- Competency for operation of specialist plant, machinery and vehicles.

Desirable

- Sector Skills Scheme Unit 12D Traffic Management

Personal Qualities

Essential

- Ability to receive and interpret detailed instructions correctly.
- An ability to successfully communicate effectively at all levels.
- Ability to deal with the public to defuse potentially difficult situations.

Skills

Essential

- Good organisation skills.

Other Requirements

Essential

- Ability to work in confidence and with minimum supervision.
- The ability to work alone under pressure in adverse conditions and at unsocial hours.
- Ability to assist across the HTR service with any emergency situation if required.

Desirable

- Ability to speak and write Welsh.

Recruiting manager: Lisa Griffiths
28/10/2014

Our values:

Professional
Whatever role we play in the council, we act with professionalism and integrity

Positive
We take a positive attitude in all we do

Progressive
We take a proactive and responsible approach to planning for the future

Open
We keep each other informed, share knowledge and act with honesty and integrity

Collaborative
We work constructively and willingly on joint initiatives

How to apply

You will need to complete the online application, it's simple, just follow the process step by step.

Top tips:

- Read the Job Description and Person Specification carefully and evidence that you meet all of the essential criteria in your supporting statement.
- Sell yourself and where possible give examples
- List your qualifications that are relevant for the position, as detailed in the person specification.
- Ensure one of your referees is from your most recent employer or if this is your first job why not ask a school teacher or tutor, just ensure you know them at a professional level.
- Be honest Tell us about any gaps in your employment history
- Complete the application in full

Next steps

The closing date for applications is 06/12/2026
Once submitted we will email you to let you know we've received your application.
We will be shortlisting the applications on 10/12/2026. We will email you either way if you have been successful. So, keep an eye out in your inbox!

The interviews will take place on 17/12/2026

We wish you luck with your application.