**Role profile**

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| **Role Title** | Operative 3 |
| **Business Division** | Aggregates and Recycling |
| **Grade** | COR7 |
| **Report to (role title)** | Quarry Operations Manager |
| **Version** | V 1.0 |
| **Job Code** | 8543 |
| If you would like this information in another format, please contact:  **Corserv Head Office**  **Chy Trevail**  **Bodmin**  **PL31 2FR**  Email: recruitment@corservltd.co.uk | |

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| Financial | Direct financial accountability: 0  Indirect financial accountability: 0 |
| People Management | Number of direct reports: 0  Number of indirect reports: 0 |
| Working Conditions | No unusual hazards (less than 20% of the time) Minimum precautions required (more than 20% of the time)  Some precautions required (more than 50% of the time) Precautions required (more than 75% of the time) |
| Physical Activity | Minimal Light  Moderate Heavy |
| Work Demands *(tick all that apply)* | Work to deadlines Frequently changing  Managing conflicting priorities Not normally interrupted or subject to change |
| Work Context | No/minimal risk to personal safety Potential risk to personal safety  Moderate risk to personal safety Substantial risk to personal safety |

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| **Role Purpose**  To safely undertake, generally as part of a team, a broad range of tasks requiring extensive practical knowledge and skills in the operation of mobile and static plant within the quarry.  The role will require you to be hands on, as well as learning plant operations and efficiently carrying out daily safety checks you will also undertake out general plant maintenance as required. |
| **About the Role**  CORMAC comprises of CORMAC Solutions Ltd and CORMAC Contracting Ltd.  CORMAC Solutions delivers in-house services for Cornwall Council and the wider public through partnership with Town and Parish Councils, local Small and Medium Enterprises (SMEs) and Social Enterprise Groups, providing a complete solution and helping local communities grow and thrive in a sustainable way.  CORMAC Contracting delivers competitive solutions to all major and specialist construction challenges by working together with our clients and supply chain to enhance whole-life value while reducing total cost, improving quality and innovating. We are widely recognised as being one of the South West’s leading Civil Engineering contractors for the public and private sector.  The Aggregates & Recycling team produces approximately 250,000 tons of material per annum, ranging from graded fills and sub-bases, clean aggregates for road, asphalt and concrete production, hedging stone and coated macadam.  The business division operates macadam hot coated stone plant, has £2,000,000 of earth and stone moving equipment within a working quarry area of some 84 hectares at Castle-An-Dinas, Penzance. It also operates 5 recycling depots throughout the county.  The Castle-an-Dinas site is a key element in the supply chain for CORMAC and local businesses in the mid and west of the county. |
| **What you'll be doing**   * To drive / operate vehicles and plant. * To undertake a broad range of operational tasks including extensive practical knowledge and skills with regard to mobile and static plant. * To ensure the safety of yourself, colleagues and the public. * To be responsible for utilising the appropriate personal protective equipment. * To keep co-workers safe, follow procedures and report unsafe practice. * To be responsible for stopping works and actively challenging unsafe practice. * To report safety incidents including near misses. * To ensure that good environmental practices are observed. * To check that your own training certificates / cards / tickets are up to date for the activity being carried out * To ensure all driver / vehicle records are maintained. * Perform other duties as from time to time may be reasonably required. |
| **How you’ll be doing it**  **Making Safety First**   * This is about ensuring safety is at the forefront of everything we do and embedded throughout the business. * Ensure clarity of instruction and briefing of required safe standards for every job. * Lead from the front in demonstrating safe working practices and never ‘walking-by’. * Supports team, ensuring all work equipment and PPE is available before work commences * Being open to alternative suggestions on safe working and encourages open communication with team and management.   **Collaborative**   * Working with wider teams and clients to deliver success * Valuing a team approach to projects and challenges within your role * Using group resources effectively to produce results * Be an effective communicator at all times   **Innovative**   * Seeking opportunities to improve process and embracing new ideas and technology with positive change in mind * Challenging practices where progress is limited   **Positive**   * Remain optimistic in the face of change and drive forward to support growth and success * Demonstrate a commitment to the group objectives and vision and take actions accordingly   **Focus on Excellence/Commitment to Quality**   * Deliver value and service to customers, both internally and externally * Ensure quality underpins approach, methods and results * Stay up to date with best practice and align your approach accordingly * Take a strategic approach towards your work, ensuring it delivers value to the group as well as our customers * Consistently deliver results to a high standard * Ensure safety is at the centre or your operational approach   **Trust**   * Build brand reputation by honouring agreements, appropriately managing expectations and being open and honest in all interactions * Value the knowledge and experience of your teams in delivering a great service * Empower your teams to succeed and be empowered to make a positive influence within the group   **Leadership (if applicable)**   * Lead by example at all times and deliver best practices * Support the ongoing development of your teams and actively engage in performance management behaviours * Inspire commitment and engagement in your teams * Take accountability for your team and yourself |
| **Qualifications and Experience**  The following qualifications and experience are essential:   1. Working knowledge of the Health & Safety at Work Act. 2. Ability to achieve NVQ2 in a relevant discipline or equivalent relevant experience. 3. CSCS Registration or equivalent in the operation of mobile plant. 4. Practical skills in line with the delivery of a broad range of manual tasks. 5. Affable and polite showing good customer care skills. 6. Able to work on own initiative to resolve problems. 7. Sound team worker, adaptable and flexible. 8. Demonstrate experience in mobile plant and machinery. 9. Demonstrate good verbal communication skills and an ability to communicate effectively with members of the public. 10. Demonstrate good problem-solving skills, the ability to react to changing situations and meet strict deadlines. |

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| **Other requirements** | |  |
| Full Valid driving licence | | Application Form |
| When required, working additional hours as may be reasonably required to ensure that levels of service are maintained. This may involve undertaking emergency out of hours duties, weekend and/or night-time working. | | Application Form |
| This position can be physically demanding, and candidates should possess resilience particularly with regard to adverse weather conditions. | | Application Form |
| This role has been identified by the organisation as safety critical | | YES |
| This post is subject to overtime (where approved/appropriate) | | YES |
| This post is subject to the Company’s Flexitime Scheme | | NO |
| This post is subject to a criminal records disclosure check | | NO |
| This is a politically restricted post | | NO |
| **Approving Manager** | Stephen Trevor | |
| **Approving Business Divisional Head** | Stephen Trevor | |
| **Approving Director** | Ian Bounsall | |
| **Date** | 17.03.2023 | |