



Role Profile

Role Title	Operative 2
Business Division	
Grade	Operative Spot Grade
Report to (role title)	
Version	V2
Job Code	

If you would like this information in another format please contact:

Corserv Head Office
Western Group Centre
Radnor Road
Scorrier
TR16 5EH

Email: recruitment@corservltd.co.uk
corservltd.co.uk

Financial	Direct financial accountability: £0 Indirect financial accountability: £0
People Management	Number of direct reports: 0 Number of indirect reports: The postholder may be required to direct the work of operatives from time to time.
Working Conditions	<input type="checkbox"/> No unusual hazards (less than 20% of the time) <input type="checkbox"/> Minimum precautions required (more than 20% of the time) <input type="checkbox"/> Some precautions required (more than 50% of the time) <input checked="" type="checkbox"/> Precautions required (more than 75% of the time)
Physical Activity	<input type="checkbox"/> Minimal <input type="checkbox"/> Light <input type="checkbox"/> Moderate <input checked="" type="checkbox"/> Heavy
Work Demands (tick all that apply)	<input type="checkbox"/> Work to deadlines <input checked="" type="checkbox"/> Frequently changing <input type="checkbox"/> Managing conflicting priorities <input type="checkbox"/> Not normally interrupted or subject to change
Work Context	<input type="checkbox"/> No/minimal risk to personal safety <input type="checkbox"/> Potential risk to personal safety <input checked="" type="checkbox"/> Moderate risk to personal safety <input type="checkbox"/> Substantial risk to personal safety

About the role

To safely undertake, generally as part of a team, a broad range of (manual) tasks requiring extensive technical and practical knowledge and skills in the delivery of CORMAC's operational services.

To be responsible, from time to time, for the direction of junior operatives, making decisions relative to the carrying out of normal duties and referring any other decisions to the line manager.

What you'll be doing

- To undertake a broad range of (manual) civil engineering and construction related tasks requiring extensive technical and practical knowledge and skills
- 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.
- To drive / operate vehicles and plant.
- To direct and / or provide support to less experienced operatives
- 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 of 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	Recruitment and Selection
Working knowledge of the Health & Safety at Work Act	Interview
Ability to achieve NVQ2 in a relevant discipline or equivalent relevant experience.	Application Form
CSCS Registration or equivalent in a related area	Application Form
Extensive technical and practical knowledge and skills in line with the delivery of a broad range of construction and civil engineering manual tasks including but not limited to surfacing, patching, drainage and kerbing.	Application Form Interview
Affable and polite showing good customer care skills	Application Form

CORMAC

	Interview
Able to work on own initiative to resolve problems	Interview
Sound team worker, adaptable and flexible.	Interview
Demonstrable experience in the operation of powered hand tools, plant and machinery	Interview
Proven ability to provide support, and demonstrate routine duties, to less skilled operatives	Application Form Interview
Demonstrates good verbal communication skills and an ability to communicate effectively with members of the public	Application Form Interview
Demonstrates good problem solving skills, the ability to react to changing situations and meet strict deadlines	Interview
Other requirements	Recruitment and selection
Full 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 winter maintenance, 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	
Approving Business Divisional Head	Andy James/ Ian Bounsall/ Mark Rands
Approving Director	Dominic Bostock
Date	19/02/2024