

Apprenticeship Description



Date	14/01/2020
Apprenticeship Title	Highways Maintenance Skilled Operative
Training Provider	Gen 2
Weekly Wage	£153.55 (if 19 years old or over, after 12 months your salary will increase to minimum wage for your age)
Working Week	Monday – Friday, 8am – 4pm
Expected Duration	18 months

Vacancy description

As a Highways Maintenance Skilled Operative apprentice within Cumbria County Council you will receive:

- High quality training and development opportunities
- Personalised support from managers and mentors
- The opportunity to work alongside skilled and experienced staff gaining valuable job specific and transferable skills that will support you in your future career

Key job specific activities

As a Highways Maintenance Skilled Operative apprentice within Cumbria County Council you will be expected to effectively assist with a range of duties connected with road maintenance within the Highways Service Area, this will involve:

- Working on the public highway, repairing road/footway surfaces, laying drainage, placing street iron works, kerbs, pavements, installing vehicle safety fencing on highways, excavating and repairing.
- Carrying out a range of duties connected with the monitoring, repair, maintenance and new construction of the highways.
- Following instructions, planning and organising daily work, reading drawings, keeping records and following administrative procedures.
- Communicating and maintaining the good reputation of the council with customers and members of the public.
- Contributing to the maintenance of health, safety & welfare of self, other employees and members of the public.
- Ensuring adherence to safe working practices and environmental procedures.
- Working to a high standard with all manner of works undertaken and maintaining a level of productivity commensurate with the role.
- Working within the requirements of the Roads and Street Works Act, Traffic Management Act 2004, CDM Regulations 2007 and Highway Maintenance Operational Plan

Essential Criteria

Please note that your application will be assessed against the **Qualifications; Skills and Personal Qualities and Behaviours** listed below. In your application form you must therefore clearly demonstrate:

1. that you meet all qualification requirements, and
2. that you have or would develop, the skills, personal qualities and behaviours required of the role and provide examples where possible

Qualifications required:

- A good standard of English, Maths and ICT and be prepared to learn further.

Desired Skills

We welcome applications from self-motivated individuals who are able to work as part of a team and are willing to learn and develop the following skills:

- Excellent communication skills
- Excellent organisation and planning skills
- Excellent listening and observation skills
- Excellent customer services skills
- Excellent levels of IT competency (Microsoft office software including Word, Excel, PowerPoint and Outlook)
- Excellent time management skills

Personal Qualities and Behaviours

All County Council employees must adhere to the Council Behaviours which are:

- Communicate in a clear and constructive way
- Act with honesty and respect for others
- Demonstrate a positive flexible attitude
- Take responsibility for our actions
- Be committed to one team

Training provided

- Level 2 Highways Maintenance Skilled Operative Apprenticeship
- Functional Skills in Maths and English if required

Cumbria County Council works with a range of high quality training providers, who deliver qualification and training courses for apprentices employed by the council.

These training providers will undertake the initial aptitude assessments; support with the recruitment process; deliver the qualification training (and ongoing assessments) and work closely with council staff to support apprentices to successfully complete their apprenticeship and move on to further training or employment.

Disclosure and Barring Service – DBS Checks

- This post does not require a DBS check.

Other Factors

- You must ensure that you are able to travel to and from the work location specified on a daily basis. A maximum of up to £15.00 per week will be paid to support your travel from home to work.
- Following the successful completion of the apprenticeship programme many of our apprentices have moved on to either a higher level apprenticeship or have secured permanent employment with the council or other employers and have embarked on an exciting career pathway. Whilst there is no guarantee that a position would become available at the end of your apprenticeship, Cumbria County Council works in partnership with other organisations throughout the county to maximise the opportunities that are available to apprentices. The skills you learn and the qualifications gained will be transferable to other roles either within the County Council or with other employers.