

# JOB SPECIFICATION



## Position Details

<b>Job Title</b>	<b>TRAINEE SURFACING TEAM LEADER</b>
<b>Location</b>	Site Based with the main office being in Alness
<b>Working Hours</b>	Full Time
<b>Duration</b>	2 year Fixed Term (potential to progress onto further training and a permanent role)
<b>Holidays</b>	30 days
<b>Remuneration</b>	NMW Rates Apply upon initial appointment (progression through our Surfacing Pay Scale upon completion of SVQ 2 Road Building qualification)
<b>Probationary Period</b>	3 months from commencement.

## Principal Job Responsibilities

As a Trainee Surfacing Team Leader, you will be trained and required to undertake duties which will include assisting the site operations team / squad in the operation of road surfacing plant and machinery, preparing and laying by machine and by hand, road surfacing materials, as well as general site operations.

## Training

Through a 2–3-year traineeship, you'll work on real construction sites, gaining valuable experience in a surfacing squad while progressing through a training programme. You will be trained how to operate specialist surfacing equipment and gain experience in various tasks, from general labouring to roller driving, screw-man, and paver operation. For those showing potential, there's an exciting career path, with the possibility of advancing to roles such as Team Leader, Supervisor, or Surfacing Manager.

Along with on-the-job training, you may be required to attend the National Construction College Scotland, Inchinnan (for 16 weeks of block release over the 2-year period) to undertake a Level 2 NVQ Diploma in Roadbuilding (dependent upon the individual and skills/experience/knowledge).

- The course includes practical training in the following:
- Working in a road building or road maintenance environment
- Setting out and surveying
- Roadbuilding techniques
- Laying surfacing materials
- Preparing and operating road plant or machinery.

Plus training in Construction Technology, including

- Interpreting information
- Estimating resources
- Basic building methods
- Building elements
- Building materials.

## Applicant Qualities

The successful applicant will ideally have the following skills, qualities and experience:-

- Full UK driving licence (preferred but not essential).
- The ability to work effectively with others as a competent team member.
- A genuine desire to work in the Highway Maintenance/Road Surfacing/Construction field.
- Demonstrate a commitment to learn new skills and be willing to undertake training.
- We are looking for someone who is a versatile, flexible and accommodating worker.
- Be trustworthy, friendly, timeous and reliable.