


Job Description Template			
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Creation Date:	25/05/18	Next Review Date:	25/05/20

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Job Description – Labourer

Department/location:	Midlands, Caudon
Hours of work:	40 hours, 5 days per week
Reports to:	Assistant Operations Manager
Salary/wages:	£8.50 p/h plus overtime & night rates
Holiday:	20 days P/A plus 8 bank holidays
Other benefits:	Company pension, company bonus scheme

Job Summary:

On the back of continued commercial success across the Industrial Services Division, we are now looking recruit additional permanent operatives to join our base in Caudon, Waterhouses.

You will be working as part of a team carrying out various industrial cleaning tasks including tank cleaning, site clearance and spill response. This is a physical role involving manual handling and working outdoors as well as in confined spaces.

There is potential for the work to involve some travel away from home for which we provide hotel accommodation and a meal allowance. The role is full time, 40 hours per week, with regular overtime opportunities. Our Industrial Services Operatives are all specially trained to work in confined spaces, on cement plants & operating mobile plant & high pressure water jetting equipment.

To apply for the role of Industrial Services Operative it is essential you will have a CCNSG qualification or equivalent, be hard-working and not afraid of working outdoors or in confined spaces. Due to the hazards of working in such environments we have a strict safety policy and you must be the sort of person who will contribute to our safety culture. You will be working on customer sites and you need to be a good ambassador for the company ensuring the customer experience is a positive one. Previous experience of industrial services work or industrial cleaning is essential.

Main Duties will include (but not be limited to):

Operation of Disab vacuum hose

- Manual “working” of flexible rubber hose to vacuum up solids, sludge’s and liquids.
- Flexible rubber hose is anything between 2” and 8” diameter and comes in lengths up to 25m long. (normal working lengths would be up to 4m)
- Manual carrying, lifting or dragging of the above flexible pipes to and from the work site – this may include negotiating stairs, slopes and uneven surfaces.


Manual Cleaning

- Manually breaking up and moving materials on industrial sites such as concrete, cement, slurry, sludge’s etc.
- Use of various hand tools to include: shovels, pick axes, pneumatic tools, wheel barrows, hammers etc. to break up and move the above materials.
- Sweeping and shovelling using brushes

Confined Space Entry (when suitably trained)

- Entry into pipes, ducts, silos, ball mills, kilns and other vessels to carry out the above cleaning tasks.

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- Entry is often via restricted access, numerous stairs or vertical ladders.
- Entry may often involve crawling or working in a stooped position in a restricted space.
- Entry requirements will dictate that all operatives are physically capable of self-rescue and of assisting with the rescue of their colleagues


General H&S Responsibilities:

- Comply with Health & Safety requirements: as per training, policies, procedures, risk assessments, method statements, safe systems of work etc.
- Actively seek to improve safety culture.
- Report any H&S issues/accidents/near misses to your line manager immediately.

Other General Responsibilities:

- Attend training as required to maintain personal qualification/competence.
- Comply with the Company Equal Opportunities Policy and promote equality.
- Any other duties as required by line management, commensurate with the post holder's level of training and competence.

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Person Specification

Qualifications/Training	E / D*	How assessed***
Safety and Risk Awareness training CSCS or CCNSG Safety Passport type course (or in house company training on safety)	E	Application/CV
Forklift, telehandler, dumper, skid steer and or MEWP certification.	D	
Full UK driving licence	D	
Experience		
Site work experience either in heavy process plants, power, manufacturing, quarrying or construction	E	Application/CV
Knowledge of safety systems, working to risk assessments and method statements.	D	Application/CV
Specific Post Knowledge/Skills		
A number of months of site or plant work- carrying out manual or plant driving type tasks.	D	Application/CV
Experience of operating industrial cleaning equipment or similar large machinery.	D	
Personal Characteristics		
Reliable, honest, team player	E	Interview
Good communication and listening skills	E	Interview
Positive, energetic and enthusiastic	E	Interview

*Essential or Desirable

**Essential but may be achieved post-employment

***Application Form or CV; Interview; Presentation; Practical Assessment