



Job Title	General Operative
Department / Location:	Civils
Job Purpose:	<p>The General Operative supports the efficient day-to-day running of the site by carrying out a range of practical, manual, and operational tasks. The role plays a key part in maintaining safe, organised, and compliant work areas while assisting teams and supervisors as required. Responsibilities include taking instruction from the Team Leader/Ganger to complete civils work on the drainage network and ensuring tasks are carried out to a high standard. By following instructions, adhering to safety procedures, and maintaining clear communication, the General Operative contributes to the smooth delivery of site operations and overall project objectives.</p>

Job Responsibilities

- Assist the Team Leader in completing jobs safely on time and informing them of progress made.
- Drive and operate plant and equipment (where suitably authorized and competent to do so) to the necessary company standards under the supervision of the Team Leader
- Assist in the carrying out of CAT scanning and advance marking of utilities apparatus.
- Report any obstructions or cable damage to the Team Leader incurred using the correct company procedures.
- Assist under supervision with the digging and lifting involved in trench excavation.
- Comply with the requirements of the Company Safety, Environmental and Zero Tolerance Policies.
- Inform Team Leader of any Health, Safety & Environmental breach, or concerns, and co-operate with the company representatives in all aspects of H, S, E and Welfare.
- Ensure the correct PPE is worn and properly maintained.
- Complete ad hoc duties in other departments to cover holidays and sickness when required.
- Carry out any other tasks appropriate to this position.
- Carrying out Driving duties, delivering Materials and plant

Standard Responsibilities

Adopt and comply with company values, policies and procedures, and regulatory frameworks including:

- Code of Conduct
- Health & Safety
- Data Protection, privacy and use of IT resources
- Regulatory standards and probity
- Risks and internal controls framework
- Human Resources policies and procedures
- Equality and diversity

No role profile can cover every issue which may arise within the post at various times. The post holder is expected to carry out other duties from time to time, which are broadly consistent with those described.

Additional Information

- There may be occasions where the post holder is required to work outside of standard hours.
- The post holder will be required to carry out their work across the business and attend external meetings and to do this occasional travel will be required.
- Driving licence,
- Basic DBS check

Person Attributes

Knowledge and Skills required

- Demonstrate courteous and respectful behaviour at all times when engaging with colleagues, visitors, and clients.
- Actively listen and seek clarification where needed to ensure full understanding of instructions and tasks.
- Follow direction effectively and work in alignment with site protocols and managerial guidance.
- Maintain clear communication with your manager regarding all site visitors and any relevant activity.
- Work conscientiously, with attention to detail and a commitment to high standards.
- Display reliability through consistent attendance, punctuality, and dependable performance.
- Show initiative as a positive self-starter, proactively identifying tasks and contributing to the smooth operation of the site.
- Basic understanding of health & safety regulations and ability to follow safe working practices

Experience required

- Groundwork or utility experience preferred but not essential.
- Experience working with hand tools, power tools and basic construction equipment.

Essential Qualifications

- Street works (NRSWA)

Desirable Qualifications

Date

- Full clean driving license
- Service avoidance (Cat and Genny)

Date