

# JOB SPECIFICATION



**Position: EXPERIENCED UTILITY OPERATIVE**

## Company History

Founded in 1945, Pat Munro (Alness) Ltd is a privately owned company consisting of the following operational departments:

- Construction – Civil Engineering, Utilities & Surfacing
- Major Projects
- Haulage and Plant Hire
- Homes
- Property and Development
- Quarry Products
- Waste Services

Headquartered at Caplich Quarry in Alness, the company currently employs in excess of 190 personnel and operates out of several further facilities; Quarries in Dornoch, Strathroy and Tomatin; Concrete Plants in Inverness and Elgin; and a Waste Transfer Station in Inverness.

The company also operates a subsidiary business – Carbon Dynamic (Scotland) Ltd – who focus on the off-site construction of high quality, energy efficient, sustainable, modular based buildings.

## Position

This is a **permanent** position working within our Construction Department. The position can be based either out of our Alness or Inverness offices and will report to the Construction Manager.

## Principal Job Responsibilities

**As a Utility Operative you will be required to undertake the following: -**

- Work as part of a Utility squad, undertaking New Infrastructure, Siteworks, Utility Installation & Rehabilitation of the existing network .
- Operate items of plant i.e. Dumpers, Rollers and all forms hand held items.
- Daily pre-use checks on plant including daily maintenance i.e. greasing, cleaning, topping up of fluids etc.
- The above list is not exhaustive

## Applicant

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

- Full UK driving licence is essential
- Undertake and hold Scottish Water DOMs Modules 1 -13 inclusive.
- Undertake and hold Lloyds WIRs Programme Training.
- Undertake and hold SHEA training certificates.
- Undertake and hold HCOP training certificates.
- Undertake and hold CPCs skills card for Excavator Tracked below 10 tonnes; Forward Tipping Dumper Wheeled below 10 tonnes.
- You will have industry related experience and knowledge to demonstrate your competence of Scottish Water procedure and standards. Specific experience of working on live water networks and utility experience.
- We are looking for someone who is a versatile, flexible and accommodating worker.
- Be trustworthy, friendly, timeous and reliable
- Further, ongoing training will be available to the successful candidate.

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## Working Hours

Your working week will comprise of 39 hours with appropriate breaks. These hours will be worked Monday to Friday which the Company will notify to you in advance.

There will be a requirement for flexible working to accommodate operational demands outside of this. The possibility of working away from time to time whereby subsistence will be paid by PMA at industry agreed rates.

## Remuneration

Proposed salary is **£negotiable depending upon relevant experience**. Wage reviews are conducted annually.

## Probationary Period

The company operates a standard 3 month probationary period, during which either party have the right to immediate termination of employment. Upon successful completion of the probationary period, full terms of the employment contract will apply.

## Holidays

Annual holiday entitlement is 30 days (for full-time positions) which is inclusive of recognised public holidays. You are required to reserve a specified amount of your annual holiday entitlement to cover the annual Christmas and New Year shutdown period. This is normally 10 days.

PMA will endeavour to grant holidays out with the fixed dates, where possible, subject to operational requirements. Minimum notice periods will apply to such requests.