

JOB SPECIFICATION



Position: ROAD SURFACING GENERAL OPERATIVE

Company History

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

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

Headquartered at Caplich Quarry in Aness, the company currently employs in excess of 200 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.

Position

This is a **full-time** position working within our Surfacing Department. The position is based at our main offices at Caplich, Aness and will report to the Surfacing Manager.

Principal Job Responsibilities

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

- Work as part of a Surfacing squad, undertaking road maintenance, road and footway surfacing, as well as other ancillary activities such as planing.
- Perform banksman duties for items of plant and delivery vehicles.
- Perform traffic management duties.
- Manual placement of asphalt materials including shovelling, barrowing and raking.
- Operate items of plant (pavers, rollers, tractairs, etc) as well as hand-held items such as saws and breakers.
- Daily pre-use checks on plant including daily maintenance i.e. greasing, cleaning, topping up of fluids etc.

Applicant

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

- The post requires a current CSCS card, or ability to work towards achieving one.
- Full UK driving licence (For persons under the age of 17 this would become a requirement following eligibility to drive within the UK).
- We are looking for someone who is a versatile, flexible and accommodating worker.
- Be trustworthy, friendly, timeous and reliable

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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.

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.