

ROLE PROFILE		
Role Title	EXCAVATION ENGINEER / LABOURER	
Department	Minor Civils Works Department	
Reporting To	Foreman/Supervisor	
Reporting To This Function	None	
Deputy	Foreman/Supervisor	
Role Purpose	To provide civil engineering / labouring tasks	
Key Accountabilities (min 3 & max 6)	Tasks	Priority % of Time
1. Practical Skills	<ul style="list-style-type: none"> ➤ Ensure equipment, vehicles and plant are maintained ➤ Identify appropriate tools & techniques ➤ Give 100% effort to leave a well completed job 	20
2. Team Working	<ul style="list-style-type: none"> ➤ Be prepared to take on any duties within the department ➤ Willing to help other team members ➤ Work with external clients 	30
3. Health & Safety	<ul style="list-style-type: none"> ➤ Follow instruction in Method Statement, Safe System of Work or verbal. ➤ Wear protective items of clothing and use appropriate safety equipment for the job being undertaken. ➤ Report any accident, incident, damage or near miss to Foreman / Supervisor. ➤ Operatives have the right to refuse to work on safety grounds. 	15
4. Results Focused	<ul style="list-style-type: none"> ➤ Carry out work to required standards ➤ Ability to embrace new working practices ➤ Adapt a positive approach to tasks 	20
5. Communication	<ul style="list-style-type: none"> ➤ Presents a positive image of the Company ➤ Pass information in a clear and concise manner both verbally and in writing 	15

RESPONSIBILITIES (IF APPLICABLE)	
Financial e.g. budgetary limits	Non-financial e.g. no. of customers, staff
Use of company fuel cards	None
COMPETENCY REQUIREMENTS	
Qualifications	<ul style="list-style-type: none"> ➤ Manual Handling awareness ➤ Asbestos awareness ➤ First Aid ➤ New roads and streetworks – operatives ➤ Excavation training ➤ Working at Heights ➤ Abrasive Wheels and Disc Cutters ➤ Confined space training (CP1)
Experience	<ul style="list-style-type: none"> ➤ Experience in Excavation Techniques, Highway Work, Reinstatement Techniques, Plumbing ➤ Experience in similar industry (i.e. drainage related)
Knowledge	<ul style="list-style-type: none"> ➤ Current knowledge of latest excavation/plumbing techniques
Skills	<ul style="list-style-type: none"> ➤ General construction (building / civil engineering) skills
Other	<ul style="list-style-type: none"> ➤ Basic education ➤ Able to work on own initiative and as part of a team
<p>This profile is not an exhaustive list of the activities that the role holder may be required to undertake.</p> <p>The Company may require the role holder to perform other duties as deemed necessary to fulfil the requirements of the role.</p>	