

Job Description

Business Area	Operations
Post Title	Ganger
Grade	6
Reports To	Supervisor
Date of Issue	April 2024

Job Purpose

Responsibility for oversight and supervision of highways maintenance and construction works including supply chain partners and leading and directing a minimum 4-person team (gang). The postholder will ensure works are completed as specified and to the scheduled programme.

Responsible for carrying out a broad range of skilled highways maintenance tasks such as installing kerb lines, drainage installation and repairs, footway and carriageway construction, inlay/contour patching, renewing ironworks, installing street furniture, modular paving. The role will also undertake general maintenance tasks including but not limited to site maintenance, excavating holes and trenches, traffic management, maintaining roadside verges and operating relevant equipment for a wide range of routine and cyclical works.

The postholder is required to participate in an out of hours call out rota to respond to emergencies and winter maintenance activities.

Main Duties and Responsibilities

1. Lead and oversee a team on site to deliver works in accordance with the works programme and agreed timescales.
2. Undertake a range of skilled maintenance activities for routine and/or cyclical works, including but not limited to: kerbing, drainage installation and repairs, footway and carriageway construction, inlay/contour patching, renewing ironworks, installing street furniture, modular paving, site maintenance, excavating holes and trenches, traffic management, maintaining roadside verges.
3. Ensure that risk assessments and safe systems at work are reviewed and cascaded.
4. Carry out site inductions and oversee all subcontractors working on site.
5. Ensure compliance with Health and Safety procedures with responsibility for recording near misses and dealing with daily issues escalating via the relevant process
6. Oversee traffic management as required on site.
7. Motivate, coach and mentor staff to develop skills.
8. Work collaboratively with partner organisations and stakeholders, attending Early Contractor Involvement (ECI) meetings as required,
9. Undertake checks, record work and record defects on handheld devices with responsibility for maintaining accurate site records for audit purposes.
10. Take responsibility for tools, plant and equipment and escalate any issues.

11. Undertake tasks to support delivery of the Winter Maintenance service, including but not limited to; installing plough attachments, loading salt onto vehicles, acting as Banksman, map reading assistance, monitoring obstructions/hazards on the highway and alert the Winter Driver to these, hand salting and snow clearance.
12. Participate in an out of hours call out rota to respond to emergencies and winter maintenance activities.
13. Work in line with all NY Highways policies and procedures and be aware of the obligations for employees under these.
14. Behave according to the Employee Code of Conduct and be aware of employee responsibilities under the Code.
15. Behave according to the Behaviours Framework.
16. Comply with all site policies, organisational statements and procedures, report any incidents / accidents / hazards and take a pro-active approach to health and safety matters in order to protect oneself and others.
17. Undertake any other duties of a similar nature that may be required from time-to-time.

Person Specification

Criteria No	Criteria Description	Essential (E)	Desirable (D)
Qualifications & Education			
	To be trained in the below or, willingness to undertake training once in post: <ul style="list-style-type: none"> • Banksman • Manual Handling • Abrasive Wheels • Safe dig • Emergency First Aid • Traffic Management TM1 and TM2 (single phase) 	E	
	Relevant level 2 qualification, e.g. highway maintenance, or relevant work experience	E	
	Current driving licence		D
	HGV licence		D
	NRSWA		D
	CSCS Card		D
	Relevant certificate/training in specialist plant equipment		D
Knowledge & Experience			
	In depth knowledge of relevant health and safety legislation including risk assessments and safe systems of work	E	
	Demonstrable experience of leading and directing a team	E	
	Experience of using relevant plant and equipment	E	
	Working knowledge of civil engineering projects e.g. drainage, kerbing, walling, and resurfacing	E	
Skills			
	Ability to carry out a range of skilled activities including, but not limited to drainage installation and repair, installing kerb	E	

	lines, footway and carriageway construction, inlay/contour patching, renewing ironworks, installing street furniture, modular paving and minor repair and maintenance of structures.		
	Ability to understand, lead and direct work as set out in a specification	E	
	Ability to adapt using initiative to ensure programme of works is completed	E	
	Ability to lead and oversee others, and take responsibility for the organisation of specific jobs	E	
	Developed communication skills to influence, persuade and motivate others and the ability to work collaboratively with employees and other stakeholders	E	
	Able to accurately complete record sheets, paper or electronic with overall responsibility for ensuring the completion of site safety documentation.	E	
	Ability to plan and calculate required materials.	E	
Personal Attributes			
	Able to work as part of a team	E	
	Flexible approach to working time arrangements	E	
	Willing to undertake training relevant to the role	E	
	Customer focused with communication skills to ensure effective resident and public liaison	E	
Other Requirements			
	Able to work as part of an out of hours call out rota, including evenings, during the night/early morning, weekends, bank holidays (unsocial hours)	E	
	Able to undertake the physical requirements of the post	E	
	Able to work outdoors in inclement weather conditions	E	
	Able to respond to call outs at short notice	E	