Experienced Hard Landscape Operative Job Description

Note - This is not intended to establish a total definition of the job, but an outline of the duties.

JOB DETAILS

Job Title - Hard Landscape Operative

Responsible to - Your immediate Foreman or Chargehand but ultimately to your Contracts Supervisor/Contracts Manager/Director.

Working Hours - The basic working hours are 08:00 to 16:30 Monday to Friday with a half an hour lunch break (unpaid) and a 15 minute paid morning break. We do however normally meet in our yard at Lisvane at 07:15 each morning for which you would be paid overtime. We would normally leave site at 16:30 and so if you were working locally you may be back in the yard before 17:00. If you are working further afield you may not get back to the yard until 17:30 - 18:00 and so again you would be paid overtime after you have worked your basic eight hours. Weekend overtime is normally available should you wish to work. At times when we are particularly busy we may insist on some weekend working but this is unlikely to exceed four Saturdays within a 12 month period.

Qualifications Required - No formal qualifications are required. If however you have gained relevant qualifications you may be entitled to an enhanced pay rate.

Experience Required - Ideally the successful applicant will have gained previous experience within the landscape industry however applications will be welcomed from candidates who have gained relevant experience through working for building, groundworks or civil engineering contractors.

JOB SUMMARY

You would generally be working on large commercial, industrial or housing sites, or within public parks throughout South Wales and on occasions in South West England, travelling to site in company vehicles. We do not undertake any domestic landscaping work for private individuals. Our landscape contracts are typically associated with new commercial buildings, roads or reclamation sites, or they involve carrying out environmental improvements to established town centre, residential or industrial areas. Successful applicants are also likely to become involved in building porous tarmac multi-use games areas and tennis courts.

As an experienced Hard Landscape Operative you would be responsible for carrying out a wide range of manual landscaping duties under the guidance and direct supervision of your Foreman. Whilst you will generally be working with others you will at times need to work under your own initiative without close supervision. The work is physically demanding and you would be working outside in all weathers.

We have teams that undertake hard landscape works, soft landscape works and grounds maintenance operations. The contracts that we undertake are very varied and the industry is seasonal by nature and so whilst you will primarily be involved in hard landscape works, there are likely to be occasions when you will be required to undertake soft landscape operations.
KEY TASKS

At all times:

Promoting the company's professional image on site and working in accordance with the Company Health and Safety Policy.

The key tasks of the position can be broadly summarised as follows:

**Hard Landscape Works**

- Undertaking minor demolition works.
- Assisting in the construction of stone or brick walls, retaining structures, laying kerbs, timber edgings, concrete block paving, setts, slabs, stone paths/surfacings, tarmac, concrete slabs etc.
- Erection of street furniture/play equipment.
- Assisting in the erection of various types of fences
- Assisting in the installation of land drainage and surface water drainage systems

You may be required to use a wide range of power tools such as disk saws, drills etc. and to operate many different items of plant including mini excavators, dumpers, rollers and the like whilst undertaking the above works.

**Soft Landscape Works (on an occasional basis)**

- The cultivation and preparation of ground for turfing, seeding or planting.
- Taking delivery of and planting trees, shrubs, ground cover and herbaceous plants.
- Mulching planted areas with bark, mushroom compost peat or similar materials.
- Completing turfing and seeding works.

REMUNERATION

Wage - We believe in rewarding individuals in line with the level of experience gained and qualifications obtained. Candidates who can demonstrate good commercial hard landscape skills will be offered a basic wage that is in line with the top rates of pay the industry can offer. Overtime is payable at time and a quarter on week days and time and a half at weekends.

Holidays - In addition to all statutory bank holidays you would be entitled to four weeks paid holiday per annum.

Clothing - After you have been employed for a period of 3 months you would be issued with staff clothing consisting of trousers, sweat shirts and polo shirts embroidered with the company logo. The clothing is issued free of charge and replaced without charge as required if replacement is necessary if due to fair wear and tear.

You will be immediately issued with all necessary protective equipment including wet weather clothing, wellington boots, gloves etc. and provided with a storage locker for your own personal use.

Accident Benefit Scheme - After you have been employed for a period of 6 months you would be entitled to join the Accident Benefit Scheme at the company’s discretion. The scheme provides for up to 2 years pay should you suffer an accident either at or away from work after an initial qualifying period of 3 days.

Pension - After you have been employed for a period of approximately one year you would be eligible to join the company pension scheme at the company's discretion. If you earn promotion you would be eligible to join the scheme immediately.