

Candidate pack for Site Operative post

Summary of Terms

Job Title:	Site Operative
Salary:	£22,000, dependent on experience
Hours:	42.5 hours per week (full time)
Duration of post:	Permanent
Location:	River Stewardship Company office (Sheffield) and remote working, with travel primarily across Yorkshire and the North East
Annual Leave:	34 days, including bank holidays
Pension:	7% company contribution
Other benefits:	Use of company car/van, mobile phone and laptop; access to healthcare scheme (through Westfield Health); contractual sick pay.

Application Process

This application pack contains the job description, person specification, and terms of the post. Applicants wishing to apply for the post must complete the applications form (available to download from our website <https://the-rsc.co.uk/work-for-us> and submit to info@the-rsc.co.uk by 5pm on 17th of July 2021.

Shortlisted candidates will be notified on the 21st of July 2021. Interview dates will be confirmed at this stage, but are likely to be the 29th and 30th of July, 2021.

For an informal discussion about the post, please contact Brendon Wittram on 0114 354 0012 or brendon.wittram@the-rsc.co.uk.

Job purpose and description

The RSC are looking to recruit two Site Operatives to deliver a variety of waterway maintenance and habitat improvement contracts.

The Site Operatives will work within our expanding team and contribute to the successful delivery of a range of waterway management contract days across Yorkshire, involving tasks such as: invasive species control; felling and maintaining trees; planting trees, shrubs and other flora; habitat creation; fencing and the erection of ancillary structures; litter and debris management.

The Site Operatives will be responsible to the Site Supervisor on a daily basis and the Site Manager and Operations Manager overall.

Specific Duties and Responsibilities

- Work within a team to deliver upland restoration projects and waterway maintenance contracts in accordance with the client's requirements.
- To carry out work safely and efficiently to Company, industry and legislative standards and ways of working.

- Helping to ensure the professional conduct of the team including general behaviour, correct uniform and PPE, and high standards of work and Health and Safety.
- Communicate issues to the site supervisor and/or Leadership Team that affect the safe and efficient operation of the team.
- Assist in the maintenance of vehicles and the tool store including all tools and equipment, maintaining all associated records and log books.
- Support in the development of contacts, partnerships and relationships with organisations, riparian owners, community groups and residents involved in or located near to the regions waterways to develop opportunities to carry out waterway maintenance projects.
- Represent the RSC as required.

About You - Person Specification

Essential skills, knowledge and experience	Method of assessment
<ul style="list-style-type: none"> • Experience of working within teams of paid employees, volunteers and others, including sub-contractor teams on contract delivery. • Ability to be able to deliver high quality work in exposed environments and, occasionally, extreme weathers. • Able to access work areas in remote locations long distances from vehicle access. • Experience and understanding of health and safety issues including production and use of risk assessments. • Good interpersonal skills and the ability to work effectively with businesses, individuals and communities of all ages, backgrounds and abilities, including young and vulnerable people. • Basic administrative skills, including IT literacy would be desirable. • Flexibility, confidence and enthusiasm, with evidence of self-motivation and the ability to work well on their own initiative and as part of a team. • Ability to be able to swim 	APPLICATION FORM/ INTERVIEW
Desirable skills, knowledge and experience	Method of assessment
<ul style="list-style-type: none"> • Current land-based licences, which may include chainsaw, brush cutter, pesticide application and wood-chipper • A full, clean UK driving license with a minimum of 2 years of driving experience. • Experience of, or willingness to, work away for home on the delivery of projects. • Practical and logical aptitude and an ability to come up with solutions to practical problems. 	APPLICATION FORM/ INTERVIEW

Introduction to River Stewardship Company

River Stewardship Company is a social enterprise with a rapidly growing portfolio of commercial waterway maintenance projects with the Environment Agency, local authorities, riparian landowners and others. Through commercial or grant-funded projects, we also deliver programmes of community engagement (educational activities in schools, volunteer days, festivals, events and other activities) designed to connect, inspire and empower local people to improve themselves, their community and their local patch of waterway. We call this programme of community engagement and social impact activity 'Riverlution'.

Our vision sets out our ambition for the future; it is there to guide and inspire us.

Better waterways for people, places and wildlife.



Our mission sets out what we do and how we do it to achieve our vision.

Maintaining and enhancing waterways; inspiring, empowering and connecting communities.



Commercial services and markets

We aim to provide a 'one-stop-shop' around the maintenance and enhancement of waterways.

We list the services that we offer as:

Watercourse maintenance. Includes long-term, holistic maintenance services for riparian landowners and others. This will often include multiple and seasonal activities, such as tree, invasive weed and litter and debris management.

Invasive non-native species management. Typically includes the management of Japanese knotweed (excluding domestic property), giant hogweed, floating pennywort and Himalayan balsam, but we have also delivered management for other species of plants.

Japanese knotweed management. Specifically, Japanese knotweed management for domestic clients, who largely come via our membership with the Property Care Association.

Vermin Control. For flood risk management and asset maintenance.

Tree management. All aspects of tree management. Whilst there is a focus on waterways and waterbodies, this may also include the management of trees in green spaces.

River and habitat restoration. Restoring and enhancing natural processes to improve flood risk management and biodiversity. Examples include re-meandering and working to create or restore flood storage areas.

Upland and natural flood management. Whilst there is some crossover with river and habitat restoration, the focus here is typically around upland management and restoration. For example, sphagnum moss and tree planting, and the installation of leaky dams.

Environmental consultancy and business support. Advice, monitoring, reporting and supporting around land/waterway management, ecology, social impact, enterprise and business development.

Ecological surveys. Through our in-house ecologist and associates, we are able to offer a suite of ecological services such as nesting bird, bat, otter, water vole, and newt surveys, as well as the delivery of any recommended interventions.

Grounds maintenance. Ongoing grounds maintenance activities as a principal or second-tier contractor. Will typically include mowing, hedge cutting and litter picking. Opportunities may result from or give rise to capital improvement opportunities around hard and soft landscaping with the same client.

Community and schools engagement. Commercially-funded community and schools-focused activities. For example, curriculum-linked guided riverside walks and mini-beast hunts paid for by a school.

Our values

Our values set out the sort of organisation we want to be; how we do things and how we engage with others. They guide our thinking, behaviour and decision-making. They should be central to the way we work to achieve our vision.

Sustainability and stewardship – we think long-term.

We take every chance to demonstrate that we are invested in the future of our waterways, by practicing, encouraging and facilitating river stewardship. We think long-term, aiming to: reduce our impact on the environment; leave a positive legacy wherever we work; being imaginative about better ways to do things and to ensure our long-term financial security.

Professional and personable.

We are specialists and experts, professional in our conduct and effective and efficient in our work; but we also know how much our clients and the communities that we engage with, value our human side. We behave in a way that means people enjoy working with us, believe in us and our commitment and feel reassured by our involvement.

Local.

Wherever possible, we will listen to, work with and support local communities and organisations. From community engagement to procurement, we recognise the socio-economic benefits that this brings to projects, clients, places and the people living and working in these areas.

Working in partnership.

We recognise that bigger, better and more joined-up things happen when you work with others – in partnerships, in collaboration or in alliance.

Inspired/inspiring.

We understand and are inspired by the cultural and natural heritage of the places that we enhance and maintain. This drives excellence in service delivery, and we are passionate about sharing this and involving others around our waterways.

Common purpose.

We empower our staff to make the right decisions. We all know what we're accountable for and we stick to the rules. We don't seek to blame but to learn. We are fair and ethical, and act with integrity. We work at pace but collaboratively, building effective relationships. We promote simplicity, innovation and learning to get the best result