

Job Description

For Non-Streamlined Positions

This form is used to provide a complete description of the specific job (or role) and defines the skills, knowledge and abilities required to undertake the specific and generic role profile.

Section A: Specific Role Profile

The specific role profile provides key information relating to the salary and working conditions e.g. location of a job, along with the current focus of the job role and a brief description of the main duties.

Role Details

Job Title:	Forestry Planting/Nursery Operative	JEID	MO694
Salary Grade:	Scale H		
Team:	Forestry Section		
Service Area:	Communities		
Primary Location:	Henley-in-Arden Depot/Snitterfield Tree Nursery		
Political Restriction	This position is not politically restricted.		
Responsible to:	Arboricultural Team Manager		
Responsible for:	Carrying out a range of forestry/arboriculture/Horticultural tasks commensurate with ability and qualification as directed		

Role Purpose

To carrying out tree planting and associated planting/forestry/Horticultural tasks under guidance of the Arboricultural Team Manager Planting working within the county's forestry section, delivering a range of projects for internal and external clients.

Role Responsibilities

1. To carry out a range of forestry/arboriculture works to a high standard. Working to BS3998:2010 Recommendations For Tree Works and BS8545:2014 where appropriate. Range of work includes but not limited to: ground preparation, planting, spraying, driving tractors and other large plant, felling trees and pruning works using arb specific hand tools i.e. poleset, handsaws, extendable lopper set.
2. Planting /growing trees and shrubs from seed to Standard sizes.
3. Work effectively and efficiently in order to meet operational targets and deadlines
4. Tree planting (including within the highway), mulching, watering, root barrier installation

5. Competent in brushwood chipper, tracked plant including chippers/stump grinders/mini digger
6. Competent in material handling equipment and plant including but not limited to skid steer loader, timber cranes, telehandler, planting equipment
7. Competent in operating large tractors and PTO implements associated with forestry/arboriculture to include but not limited to 10 tonne forestry winch, timber crane
8. Competent in towing/manoeuvring in difficult environments forestry/agricultural trailers up to 20 tonnes
9. Maintenance of all equipment associated with tree planting and forestry operations/arb ground-based work. To include but not limited to hand tools, chainsaws, chippers, stump grinder, skid steer, tractors, PTO implements.
10. Record and update PUWER information associated with equipment used
11. Application of herbicides, including keeping relevant COSHH records
12. Extraction of timber and other arisings from forestry/arb works
13. Competent in ground-based rigging operations in conjunction with a climber/Lead
14. Driving vehicles up to 3.5T and towing up to 3.5T
15. Driving vehicles with 4x4 capability off road
16. Competent in ground-based pruning including but not limited to crown lifting, dead wood removal, formative pruning, feather and sucker removal
17. Awareness of protected species, the ability to identify various habitats and impact this has on tree works
18. Work effectively and efficiently in order to meet operational targets and deadlines
19. To undertake works outside normal hours when required
20. Installation of traffic signs/signals and cones in accordance with the Streetworks (SWQR Operations) new Roads and Street Works Act. Working within the Highway Network across Warwickshire
21. Ensure the Health and Safety at Work Act is adhered to at all times
22. Keeping up with current best practice, willingness to undertaking continuing professional development

22. To react in a safe and competent way to the dynamic nature of forestry/arboriculture work

Section B: Person Specification

The person specification provides a list of essential and desirable criteria (skills and competencies) that a candidate should have in order to perform the job.

Each of the criteria listed below will be measured through; the application form (A), a test / exercise (T), an interview (I), a presentation (P) or documentation (D).

Essential Criteria

Assessed By:

Experience of working within a Forestry/Arboriculture team carrying out various tree works minimum of 2 years' experience	A, I
A sound working knowledge of Forestry/Arboriculture best practice	A, I, T
Ability to work alone or as an integral part of an operational unit	A, I
Driving licence and experience of towing.	D
Dealing with the public and challenging situations	A, I
First aid at work qualification	A, D
Good knowledge of tree species and planting techniques	T, I
Willing to undertake continued training and development	A, D
Working knowledge of PUWER and COSHH, including record keeping requirements	I, D
Awareness of pests and diseases	A, I

Desirable Criteria

Assessed By:

PA1 and PA6	D
City & Guilds NPTC units 201, 202, 203, 222, 301, A01	D

Section C: Working Conditions

The working conditions relate to those non-contractual elements of the job that may impact on the holder of the position, as well as those workplace-based responsibilities that are part of this job. These are not contractual but provide a guide to the working conditions and the potential hazards and risks that may be faced.

Health & Safety at Work

To take responsibility for your own health, safety and wellbeing, and undertake health and safety duties and responsibilities for your role as specified within Warwickshire County Councils Health and Safety Policy, and all other relevant health and safety policies, arrangements, procedures, systems of work as specified for the post/ role.

Potential Hazards & Risks

The potential significant hazard(s) and risk(s) for this job are identified below (those ticked). The purpose of recording this information on the job description is so that the health status of the potential and actual post-holders can be assessed with regard to the significant hazards and risks. These hazards and risks should be based on the appropriate activity, process and/or operation risk assessment whereby all of the significant risks are identified, recorded and appropriately controlled. The list below is therefore not an exhaustive list because it is the risk assessment that details all significant risks that could arise out of or in connection with the work activity, but any others will be identified in the 'other' section.

<input type="checkbox"/> Provision of personal care on a regular basis	<input checked="" type="checkbox"/> Driving HGV or LGV for work
<input checked="" type="checkbox"/> Regular manual handling (which includes assisting, manoeuvring, pushing and pulling) of people (including pupils) or objects	<input checked="" type="checkbox"/> Any other frequent driving or prolonged driving at work activities (e.g. long journeys driving own private vehicle or WCC vehicle for work purposes)
<input checked="" type="checkbox"/> Working at height/ using ladders on a regular/ repetitive basis	<input type="checkbox"/> Restricted postural change – prolonged sitting
<input type="checkbox"/> Lone working on a regular basis	<input checked="" type="checkbox"/> Restricted postural change – prolonged standing
<input type="checkbox"/> Night work	<input checked="" type="checkbox"/> Regular/repetitive bending/ squatting/ kneeling/crouching
<input type="checkbox"/> Rotating shift work	<input type="checkbox"/> Manual cleaning/ domestic duties
<input checked="" type="checkbox"/> Working on/ or near a road	<input checked="" type="checkbox"/> Regular work outdoors
<input type="checkbox"/> Significant use of computers (display screen equipment)	<input type="checkbox"/> Work with vulnerable children or vulnerable adults
<input checked="" type="checkbox"/> Undertaking repetitive tasks	<input type="checkbox"/> Working with challenging behaviours
<input type="checkbox"/> Continual telephone use (call centres)	<input type="checkbox"/> Regular work with skin irritants/ allergens
<input checked="" type="checkbox"/> Work requiring hearing protection (exposure to noise above action levels)	<input type="checkbox"/> Regular work with respiratory irritants/ allergens (exposure to dust, fumes, chemicals, fibres)
<input checked="" type="checkbox"/> Work requiring respirators or masks	<input checked="" type="checkbox"/> Work with vibrating tools/ machinery
<input type="checkbox"/> Work involving food handling	<input type="checkbox"/> Work with waste, refuse
<input checked="" type="checkbox"/> Potential exposure to blood or bodily fluids	<input checked="" type="checkbox"/> Face-to-face contact with members of the public
<input type="checkbox"/> Other (please specify):	