



## Job Description

**JOB TITLE:** Land Drainage Operative/ Tractor Flail Operator

**JOB SUMMARY:** To carry out manual tasks, plant operations and other works as instructed. Depending on your skills and/or training, this position could involve tractor driving including flail operation and carting, operating larger tracked excavators, weed boats and other equipment. The job will also involve physical tasks such as digging, weed clearance using hand tools, and other groundworks.

**GENERAL DUTIES:**

- ❖ To carry out watercourse maintenance including manual removal of weed growth, mud and blockages.
- ❖ To carry out bush and tree control.
- ❖ To assist in other works including but not limited to constructing manholes, installing pipes and culverts.
- ❖ To operate plant and equipment within the operative's range of skills and training as required.
- ❖ To assist in the workshop and depot, carrying out tasks within the operative's range of skills if required.
- ❖ To carry out works on structures, equipment or drainage systems as required.
- ❖ To provide emergency cover for flood response.
- ❖ To assist at the Board's pumping stations, when additional labour is required during heavy rainfall periods. (this could include nightshifts)

**REMUNERATION:** Starting at £25,776 p.a. for the basic 38-hour week at an hourly rate of £13.01, plus approximately 124 hours fixed overtime at time and half worth approximately £2,419.86 p.a. After successfully completing a 6-month trial, you will receive a pay increase to the next spine point, subject to adequate performance and review.

Further pay increases are available. However, these are not guaranteed and will be subject to you completing further training a meeting certain performance criteria.

**WORKING HOURS: 38 hour basic week plus 4 hours fixed overtime in summer**  
Monday to Thursday, 7.30 a.m. on site to 4.00 p.m. (winter) or 5.00pm  
(summer).  
Fridays, 7.30 a.m. on site to 2.00 p.m.

Additional seasonal overtime varies depending upon role and workload, and is not guaranteed, these dates to be specified by employer.

**PAID LEAVE:** 23 days rising to 27 days plus Public Holidays and 3 extra statutory holidays.

**PENSION SCHEME:** The Board operates an optional contributory career average Local Government pension scheme.

**TRAVELLING:** A commercial van will be provided for travel to and from work, and travel during working hours. The vehicle is available for private use subject to certain conditions.

**TRAINING:** The post holder must be prepared to undergo additional training in relation to the post as and when required.

**RESPONSIBLE TO:** Operations Manager, District Foremen or other Supervisors or Engineering Staff as directed.

**\*NOTE:** **This job description is for general distribution only. Actual job description may change following interview or prior to appointment.**

Please send your CV, and letter of application (letter in your own writing) to Engineering Manager, Witham Fourth District IDB, 47 Norfolk Street, Boston PE21 6PP or via email to [drainage@w4idb.co.uk](mailto:drainage@w4idb.co.uk)

For any queries please Operations Manager Andy Clark at the Witham Fourth District IDB on 01205 310099. Only applicants selected for interview will be contacted.

**Closing Date: Friday 5<sup>th</sup> July 2024**  
**Interviews: w/c Monday 8<sup>th</sup> July 2024**