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**Witham First District Internal Drainage Board**

**Land Drainage Operative**

Full Time vacancy for an experienced Tractor Operator

An exciting opportunity to join the team at Witham First District Internal Drainage Board. Witham First District Internal Drainage Board is part of a joint administration for four Boards Upper Witham, Witham Third District and North East Lindsey Internal Drainage Boards. The four Boards are independent statutory authorities providing flood risk management and land drainage services within their respective districts

The Boards’ primary role is to provide front line drainage and flood protection service within the greater Lincolnshire community. Protecting land, critical infrastructure, commercial and residential property from flooding and ensuring good land drainage. Much of this work involves the maintenance and improvement of watercourses and related infrastructure. The Boards supervise all matters relating to water level management within our district whilst supporting and promoting sustainability, ecological wellbeing of the environment, agriculture, industry and commercial assets.

The four Boards, Witham First District, Witham Third District, Upper Witham and North East Lindsey Internal Drainage Boards, maintain over 1000km of watercourses and 56 pumping stations as well as many smaller water level management structures within their drainage districts.

In addition to the shared administration, managerial and technical support, three of the four Boards also provide a consents and enforcements service to Lincolnshire County Council, the Lead Local Flood Authority (LLFA) since April 2012, in their extended rainfall catchments.

You will be required to work in a small team of Land Drainage Operatives providing a front line drainage and flood protection service for **Witham First District Internal Drainage Board**, protecting land, critical infrastructure and property from flooding and ensuring good land drainage.

The Boards are committed to providing and promoting consistent excellent service through the employment of highly skilled flood risk management professionals who demonstrate commitment and provide high quality services. Strong and consistent relationships between employees, built on mutual respect, have been fundamental to the on-going success of our Boards. Our achievements as Public Bodies are a direct reflection of the effort, commitment, knowledge and skill of our people.

You will become a valuable member of a small team where flexibility is essential for all team members. Our established team of staff work collaboratively supporting the four Boards, we are confident that there is scope within our Boards for you to develop, grow and establish an interesting career.

We are recruiting for a Land Drainage Operative, who will be responsible for summer maintenance of the watercourse channel bed along with the full range of Land Drainage Operative duties. You will be part of the winter maintenance team, whose duties include the bushing and chipping of trees and bushes, watercourse re-profiling and bank slip repairs amongst other interesting maintenance duties. The watercourses mainly run through private land, you have a duty of care and respect for wildlife and the environment, private land owner’s property and crops whilst being environmentally conscious.

This role requires the individual to have proven tractor experience, preferably with tractor / flail combination experience and experience of any other agricultural / construction machinery would be desirable. You must hold a full clean driving licence, have good understanding of health and safety at work and proficient understanding of the English language are essential. This post will be based at the Board’s depot at Tilney Dales / Timberland. Initially though the new post-holder will be seconded to learn the role and to increase tractor / flail capacity at Witham Third DIDB and also Upper Witham for the summer 2019 weed cutting season.

We are seeking an individual who is self-motivated, flexible, capable of lone working, as well as working as part of an established team. You must be willing to adapt your skill set to a broad range of seasonal operations, assist with a diverse range of land drainage duties and available to respond to extensive rainfall and extreme weather call-out requests within Witham and Humber Boards District.

This is an essential and pivotal role which enables the Board to achieve its organisational goals and objectives. You are required to work in harmony, supporting colleagues and becoming a key member of an effective team. You will uphold and comply with the organisations’ policies and the law in relation to Health and Safety, Financial Regulations, Equal Opportunities, Data Protection and other adopted Policies and Procedures. The post holder will also undertake other duties and responsibilities commensurate with the status of the post as may from time to time be required by the wider team.

**Key Areas of Responsibility**

* Operating Tractor with tractor flail combination
* Bank slip repairs
* Remove obstructions from culverts, grills and runs
* Assisting others in the workshop duties
* Develop and maintain excellent team and wider team communication systems
* Day to day management and maintenance of machinery and operating equipment
* Manage, maintain and review record keeping in electronic and paper format
* Ad-hoc projects and tasks as required by the Director of Operations and Engineering Services, Operations Manager and Working Foreman
* Respond to public enquires in a professional manner

**Qualifications Knowledge and skill**

**Essential**

* Full UK driving licence
* Proven experience in operating tractor
* Proficient in reading maps and plans
* Required to undertake physical manual labour
* Able to manage, maintain and review record keeping
* Good standard of general education, literacy and numeracy skills
* Experience of working as a lone worker whist remaining engaged and highly motivated
* Experience of working as part of a high performing team
* Enjoy working outdoors and work with pride
* Able to work alongside watercourses
* Willingness to respond to short notice call out requests
* Willingness to work regular overtime, unsociable hours and extended hours as required
* Flexible and adaptable within the working environment
* Ability to see opportunities, develop and improve working practice to ensure efficiency to deliver the best possible service
* Excellent teamwork skills to enable the Board to work flexibly and cooperatively

**Desirable**

* Tractor and Flail Operative
* Operate hand tools
* Strimmer certificate
* Trailer certificate (if required)
* Chainsaw certificate
* Spraying certificate
* Electronic record keeping
* Good workshop skills
* Experienced working under overhead power cables
* Experienced using powered hand tools, i.e. strimmers, chainsaw, woodchippers
* Reasonable knowledge of networks and villages around the Lincoln and surrounding area

The Board offers ADA White Book terms and conditions of employment. Excellent rates of pay with effect from 01.04.19 the annual salary will be Spine Point 15 which equates to an annual salary of £23,328 or £11.78 per hour for a 38 hours working week, delivered in each of the Boards as a 76 hours fortnight with alternate non-working Friday. Paid overtime rate, paid annual leave and bank holidays. The Board offers a Local Government pension scheme, works vehicle, opportunities for non-contractual overtime available during the weed cutting season from June to November.

For further information for this post, please visit www.witham-1st-idb.gov.uk

If you are interested and would like to know more about the current position, please telephone Operations Manager Mr Ian Coupland on 0771 9042680

Please send your CV and accompanying letter explaining why you want to be considered for the position and describing what you could offer the Board and this highly motivated team. Please also include written evidence of past employment and vocational training history

The closing date for this position is **Friday, 29th March 2019** any applications received after this date will not be considered. Please send your applications to:

Sarah Walden

People and Organisational Development

Witham House

J1 The Point

Weaver Road

Lincoln

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01522 697123

Or email: [sarah.walden@witham3idb.gov.uk](mailto:sarah.walden@witham3idb.gov.uk)