



Job Description

Job Title:	Bricklayer
Grade:	CBGT
Section:	Technical Services Planned
Reports to:	Site Manager or Team Leader
Responsible for:	Apprentices/Trainees when applicable

The Job

Is to:

- carry out a wide range of bricklaying work within tight tolerances on a variety of construction projects to support the delivery of the organisations capital reinvestment programme, or associated planned property maintenance schemes;
- promote the service in a manner consistent with the organisations Customer Charter ensuring high levels of customer care for the residents receiving works;
- be self-motivated to achieve project milestones, and work in accordance with the organisations Health and Safety procedures; and
- carry out any other appropriate task as instructed by management.

The Bigger Picture

You will:

- work flexibly across WDH's operating environment providing support, skills and knowledge in all different work streams including but not specific to your own trade, to include when required other multi-skilled tasks;
- be fully conversant with Health and Safety legislation and the affect of this legislation with regard to the work that is to be carried out;
- be able to work on own initiative with limited supervision completing a full range of multi-trade tasks on a regular basis ensuring that all works are completed in accordance with specification and construction drawings;
- build and maintain excellent working relationships with colleagues, customers and managers to ensure the effectiveness of the service;
- liaise with your line manager and make suggestions regarding the delivery of projects with efficiency savings and services improvements;
- complete any other duties as directed by management, which are appropriate to the grade and overall purpose of the job.

The Day to Day

Due to the ever-changing environment your duties may include, but are not restricted to, the following.

You will:

- undertake all work in line with health and safety policy statements and safe working practices;
- carry out a variety of brick and block work, both external and internal;
- remove, replace and repair associated brickwork for drains, manholes and drainage pipes;
- remove, replace and repair associated brickwork for roof tiles, ridge tiles and chimney pots and stacks;
- carry minor roofing repairs using the organisations safe system of work (training and equipment provided);
- remove, replace and repair flagged or concrete pathways, areas and steps;
- use plant, machinery and hand power tools to achieve construction project milestones;
- carry out repair, replacement and removal within the bricklayer's craft as instructed by management;
- transport materials by hand and vehicle (including house clearances);
- carry out groundworks, demolition work and site preparatory work; and
- ensure site cleanliness during maintenance work and upon completion of work.

Personal Contacts:

Internal: Managers and Team Leaders

External: Tenants, contractors, occupants of properties and members of the public

The Specifics

This section identifies the qualifications, skills and behaviours needed for an effective performance. Using these clarifies the personal qualities and workplace behaviours expected of the post. WDH principles reflect behaviour patterns which distinguish highly effective performance in a role. There are nine behavioural indicators which are split into three principles; Determination, Nous and Attitude and these are often referred to as DNA.

Personal Skill Characteristics	Essential (Tick)	Desirable (Tick)	Method of Assessment (Code list below)	Shortlisting Criteria (Tick)
Qualifications and Training				
A qualification at Level 2 of the Regulated Qualifications framework in a relevant subject area for example, NVQ Level 2 Bricklaying	✓		AF / CQ	✓
Valid CSCS Card	✓		AF / CQ	✓

Determination				
Excellent communication skills.	✓		AF / I	✓
Appreciation of programming and timescales with regard to other trades.	✓		AF / I	✓
Excellent time keeping skills.	✓		AF / I	
Be organised in managing own workload, using own initiative and self-motivated.	✓		AF / I	
Experience of working to performance targets and project milestones	✓		AF / I	

Nous				
The ability to multi-skill in your own and other trade areas to ensure a first-time fix, or to prevent other trades having to complete work.	✓		AF / I	✓
Health and Safety at Work Regulations. e.g. Manual Handling and Working at Heights.	✓		AF / I	✓
Experience of working in occupied and empty properties.	✓		AF / I	✓
Working in accordance with specification and construction drawings.	✓		AF / I	✓

Experience of being cost conscious, identifying new ways of working and delivering a value for money service.	✓		AF / I	✓
---	---	--	--------	---

Attitude				
Able to demonstrate a customer focused attitude and experience of working in a customer facing environment.	✓		AF / I	✓
Ability to work as part of a team to achieve a common goal, as well as lone working competently.	✓		AF / I	✓
The ability to deliver a quality service and work flexibly in terms of hours of work and work content; to suit the business and customer needs	✓		AF / I	✓
Experience of undertaking the role of an apprentice mentor and role model for other trades	✓		AF / I	✓
Able to communicate with public and clients in a polite and pleasant manner.	✓		AF / I	✓
Proven track record in excellent customer care.	✓		AF / I	
Experience of liaising with trade colleagues and other trades to schedule follow on works when required	✓		AF / I	

Additional Requirements of the Role				
Current, valid UK Driving licence with the ability to travel throughout the district and to other locations as required by the business. You may also be required to drive a company vehicle.	✓		AF / CQ	✓

Key
 AF - Application Form
 I - Interview (this may include a presentation and occupational test where appropriate)
 CQ - Certificate of Qualification
 R- References