

Person specification

Job title: Foreman/Junior Site Manager

Criteria	Essential	Desirable
Qualifications	<p>Minimum 5years' operational experience in managing construction sites.</p> <p>SMSTS qualified</p> <p>CSCS Site Manager certified</p> <p>3day First Aid at Work Qualified</p> <p>Temporary works Supervisor</p>	<p>HND qualified in civil Engineering.</p> <p>Temporary Works co-ordinator</p>
Attainments/competencies	<p>Programming and planning of works</p> <p>Commercial understanding of projects</p> <p>Ability to monitor and action any HSQE issues on site</p>	<p>Knowledge of CDM requirements and HSAWA</p> <p>Understanding the requirements under CDM Regulations</p>
Previous experience	<p>Effective management of plant, resources and subcontractors</p> <p>Cost controls</p> <p>Ability to effectively communicate with and lead a team to deliver work efficiently</p>	<p>Site management experience</p> <p>Proven line management of Foreman, gangers and operatives</p>
Physical abilities, circumstances, but only if a justifiable requirement for the job	<p>Able to carry out site operations and be comfortable in and around an earthwork's environment.</p>	

Criteria	Essential	Desirable
Personal Attributes	<p>Essential Attributes for site work:</p> <ul style="list-style-type: none"> - Positive attitude - Good communication skills - Patience - Leadership <p>In addition, the candidate must be aligned to the company core values and behaviours: -</p> <p>Passion & Excellence: - pursue a can-do attitude; being proactive and owning your work. Challenge the status quo and love what you do</p> <p>Respect – be aware of your impact on others; value openness and carefully listen to the review of others. Respect your colleagues, self and environment. Look after the tools of your trade.</p> <p>Collaboration – work together to achieve a common goal</p> <p>Empathy – demonstrate a caring approach to your colleagues, customers and self</p> <p>Honesty & Integrity – when something goes wrong – own it! Learn from mistakes and avoid it happening again</p> <p>Flexible attitude, willing to take on tasks to meet project needs</p>	

Criteria	Essential	Desirable
Special aptitudes	<p>Ability to liaise and converse effectively with clients in a professional manner</p> <p>Excellent communication & people-management skills</p>	
Physical abilities	<p>Able to work within a site-based environment and be comfortable in an earthworks and tidal marine environment.</p>	
Other requirements	<p>Able to work unsocial hours and/or extended days to meet changing needs</p>	