middle level commissioners

Job Description

Job title:	Flailmower Operator/Workforce Operative
Team/Section:	Operations Department
Location:	Middle Level Offices, March, Cambridgeshire
Responsible to:	Workforce Foreman
Hours:	Mon – Fri 07:30 – 16:30 (plus overtime & on call rota)
Grade/Salary:	Spine Point 13 (Spine Points 14 – 17 see Additional Responsibilities)
Employer:	Middle Level Commissioners

About us and the role

The Middle Level Commissioners have been proudly managing water levels in the Fens since 1862, building from the legacy left by the engineers and adventurers involved in the Great Drainage from the 1600s.

As a **Flailmower Operator/Workforce Operative** within our Workforce**,** you play a key role within delivery of maintenance, operations and improvement of our infrastructure, whilst balancing the diverse needs of a wide range of customers and beneficiaries across the full spectrum of weather events.

You will contribute to the continuous improvement of the Operations Department, developing and managing resources to undertake our duties and responsibilities effectively and efficiently in a safe and compliant manner.

The **Operations Department** is the main outward face of our organisation and has the primary relationship with farmers and land managers within our district. The team schedule, plan and deliver proactive and reactive operational routine and non-routine maintenance activity, plan and deliver small scale capital works along our channels, banks and on our assets – working closely with our M&E team, Navigation Officer, Ecology & Environment Team and Technical Services teams in particular. The teams actively operate our assets as weather conditions change to manage water levels for flood resilience, irrigation, navigation, water transfer and environmental drivers. The department also provides some operational services to other Internal Drainage Boards.

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General Responsibilities

Key duties and responsibilities at Spine Point 13 include:

- Operating and carrying out maintenance checks of the Commissioners' cutting and lifting weed boats.
- Availability for out of hours duties on a roster basis.
- Incident response operational activities at Bevill's Leam Pumping Station and Control Sluice.
- To drive/operate and carry out maintenance checks of the Commissioners' owned or hired in fleet of vehicles (including 4x4 trucks and tractor type vehicles).
- Undertake general labouring operations as and when required.
- Operating and carrying out maintenance checks of the Commissioners' boats and pontoons.
- Outdoor work in all seasonal weather conditions.
- Following Risk Assessments & Method Statements, undertaking daily checks and carrying out on-site Dynamic Risk Assessments – escalating issues as appropriate.
- Input into the development and implementation of appropriate new technology and the continuous improvement of the department.
- Supporting navigation regulation and enforcement.
- Assisting with ecological data collection, record keeping and works.

General responsibilities include:

- To ensure you and the Workforce comply with health & safety, ecological and security requirements.
- To maintain effective working relationships and clear communication between all members of the Operations Department and other departments.
- To uphold the reputation of the organisation in your dealings with ratepayers, customers and the public.
- To further develop skills and abilities by following appropriate training courses, etc (as designated by the employer).
- Assisting other departments within the Middle Level in completing their required duties and tasks.
- To undertake such other duties as may from time to time be reasonably assigned by the Employer.

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Person Specification	
Essential	**Desirable**
Full UK driving licence Ability to swim Availability for an out of hours standby rota Seasonal overtime is available and expected to be undertaken Ability to work effectively and conscientiously as part of a team and alone. Off road driving experience (training given if required) Operating and monitoring the Commissioners' Bevills Leam Pumping Station (training given if required)	Previous experience of operating the following plant and relevant up to date certificate of competency for their use if applicable • Self-Propelled Machinery and Tractor Mounted Flail Mowers • Tractors and implements / trailers • Boats / water bourn craft • Loadall / Counter balance forklift • MEWPs • Chainsaws / Forestry equipment • Power tools • Knapsack / powered herbicide applicators • Grass cutting equipment Good knowledge of general building trades Knowledge of the Local area

Additional Responsibilities
Spine Point 14 • Relief Locking at Stanground Lock (including weekend cover when required) • Operate and carry out maintenance checks on the tractor mounted top mower. • Operate and carry out maintenance checks on the Telehandler (Avant type machine) and Counterbalance forklifts • Basic chainsaw cross cutting and maintenance • Training and operation under Badger Licence where required • Carrying out and assisting with revetment works (Timber, Steel, Stone & Natural)
Spine Point 15 • Relief Locking at Salter's Lode Lock (including weekend cover when required) • Herbicide application (Land & Water) • Carry out Revetment Works (Timber, Steel, Stone & Natural) • Operate & carry out maintenance checks on the Loadall (Teleporter)
Spine Point 16 (Any of the below responsibilities) • Felling & processing of standing trees where required • Lead on small construction, groundwork and landscaping projects, typical of general building trade. • Operating and carrying out maintenance checks on self-propelled and tractor mounted flail mowers eg Spearhead Energreen SPV2 and Herder Cavalier. • Operate & maintain the database at St Germans Pumping Station
Spine Point 17 • Lead Hand on non-routine works (H&S, toolbox talk, briefing & record keeping) • Informing Generic & Site-Specific Risk Assessments • On site delivery of toolbox talks

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Declaration and acknowledgement I confirm that, as of the date stated below, the information in this job description is accurate and reflects the requirement of the role. Please note the details of the job description should be updated should substantial changes to the role occur or be proposed.	
Line Manager:	Julian Carlile
Position:	Workforce Foreman
Date:	November 2026