

TARMAC OPERATIVE JOB SPECIFICATION

Location: Various sites across the UK
Reports to: Site Supervisor / Foreman
Contract Type: Full-time, Permanent
Salary: Competitive, dependent on experience
Hours: 40–50 hours per week (with occasional overtime and weekend work)

About Us

MAC Groundwork Contractors Ltd is a well-established groundworks and surfacing contractor operating across the UK. We deliver a wide range of services including site preparation, drainage, foundations and infrastructure works for educational, commercial and industrial projects.

The Role

As a Tarmac Operative, you will be responsible for carrying out all aspects of tarmac and asphalt surfacing works to a high standard, ensuring safety, quality and efficiency on site. You will work as part of a gang delivering new roads, driveways, car parks and other surfacing projects.

Key Responsibilities

- Prepare, lay and compact tarmac/asphalt materials using appropriate plant and hand tools.
- Operate surfacing machinery such as rollers, pavers, and breakers.
- Assist with site preparation including excavation, grading and sub-base installation
- Ensure work is carried out to specification and in line with health and safety regulations.
- Carry out daily checks and basic maintenance of tools and machinery.
- Work effectively as part of a team to achieve daily targets and deadlines.
- Maintain a clean and safe working environment.
- Report any site issues or defects to the Site Supervisor promptly.

- Follow method statements, risk assessments, and company procedures at all times.

Requirements

Essential:

- Proven experience in tarmac laying or asphalt surfacing.
- Valid CSCS card.
- Strong understanding of site health & safety.
- Ability to work as part of a team and take instruction.
- Good timekeeping and reliability.
- Full UK driving licence (preferred)

Desirable:

NPORS/CPCS qualifications for plant operation (e.g., Roller, Paver, Dumper).
Experience working for groundwork or surfacing contractors.
First Aid or other relevant safety training.

What We Offer

- Competitive salary (commensurate with experience).
- 20 days annual leave plus bank holidays.
- Company pension scheme.
- Training and development opportunities.
- Supportive and collaborative working environment.