



Job description and employee specification

Job title:	Bulking Driver Operative	Location:	Gloucester
Reports to:	Depot Supervisor	Working hours:	37 hours per week
Job number:		Salary grade:	D
Supervises:	N/A		
Main purpose of the job:	- To assist the Waste and Recycling management team and administrative staff in communicating information to ensure good customer service in the reception, treatment, and transfer of different types of waste and recycling materials; - To undertake training on the safe operation and use of static plant within the bulking facility; - To operate the MRF sorting line and baler in a safe and effective manner; - To assist the Supervisor with the supervision of temporary agency staff, to ensure that they are carrying out their duties professionally, safely and efficiently; - To be alert to any unusual circumstances and bring them to the attention of the Supervisor; - To clear up any spillage, however caused; - To assist with the external and internal cleaning of the bulking facility and all plant within; - Operate mobile and fixed plant including JCB loading shovel/tele-handler, forklift truck, mechanical sweepers, MRF sorting line, and baler. - To undertake preventative maintenance and inspections of fixed and mobile plant. - To assist other department as and when required, I.e. waste and recycling collections acting as a support driver driving vehicles up to 26 Tonnes GVW. - Transporting site waste to the disposal point. - Driving fleet vehicles up to 32 tonnes GVW.		
Key duties and responsibilities:	This job description sets out the key outcomes required. It does not specify in detail all the activities required to achieve these outcomes. - To carry out any other duties that may be required commensurate with the general level of responsibility for the post - To be responsible for ensuring personal health and safety by following safe systems of work, and by meeting the requirements of the health and safety policy. - To ensure that the company's equal opportunities policies are followed and actively practice social inclusion within own area of service		

	- To read and respond to corporate communications and information which is disseminated This is what we need you to do: All employees of Ubico are also expected to: - Work to add value to, and be a valued member of, the team and to be valued by customers. - Comply with the organisation's health and safety policies and safe systems of working. - Work in compliance with the codes of conduct, regulations (including financial) and policies of the organisation. - Exercise proper and absolute integrity in respect of all confidential matters and the confidentiality of personal and sensitive information in line with current data protection legislation. Be committed to and demonstrate the values of the organisation which are to: Deliver quality – what we do, we do well. Be safe – look out for yourself and others. Do the right thing – make good decisions and treat people with respect. Care for our environment – protect where we live and work. Strive to be cleaner and greener. Work together – communicate well and help each other.	
Essential requirements - qualifications, skills, abilities, knowledge and experience:	Qualifications - Telehandler licence required or willing to work towards gaining this qualification - Forklift Licence required or willing to work towards gaining this qualification - Full uk drivers' licence with Class two entitlement.	
Desirable requirements - qualifications, skills, abilities and experience:	Experience in the waste and recycling industry	
Special conditions:	- There may be a requirement to work at other locations to meet the needs of the business. - Expected to work reasonable additional hours in line with the needs of the service.	
Date created:	05/06/2026	



Date reviewed:		
Created/reviewed by:	Tony Hunter	Operations Manager