

Highways Operative

What is it?

Highways Operatives build, maintain, and repair roads, pavements, and related infrastructure. They work on tasks such as resurfacing roads, filling potholes, installing street furniture, and ensuring highways are safe for drivers and pedestrians.

Qualifications/Experience Required:

GCSEs in English and maths. Level 3 Diploma in Constructions Skills or Operations.

Highways Maintenance Skilled Operative Apprenticeship is a common entry route.

A driving licence is usually essential.

Training in health and safety and plant machinery operation is provided on the job.

Type of person who may be suited to this job:

- Practical and physically fit.
- Comfortable working outdoors.
- Good teamwork and communication skills.
- Able to follow safety procedures.
- Reliable and willing to work flexible hours.

What the Work Involves:

- Repairing and resurfacing roads and pavements.
- Installing signs, barriers, and street furniture.
- Operating machinery like rollers and excavators.
- Clearing drains and maintaining road safety features.
- Working outdoors in all weather conditions.

Money/Wage Guide:

- **Starting Salary: £19,000-£22,000**
- **Experienced Salary: £30,000-£35,000**

Future Prospects – Labour Market Information:

Highways maintenance is essential for transport and safety, so demand remains steady. With experience, you could progress to Team Leader, Supervisor, or move into plant operations, site management, or civil engineering roles.

Typical weekly hours – 37 to 40 hours per week.

Often includes weekends, early mornings and evenings for emergency repairs or planned works.

Related Opportunities:

- Construction Operative
- Plant Operator
- Road Maintenance Technician
- Civil Engineering Technician

Further Information:

<https://nationalcareers.service.gov.uk/job-profiles/highways-maintenance-operative>

<https://www.careerpilot.org.uk/job-sectors/construction/job-profile/highways-maintenance-operative>