

Terms of Reference (TOR)

Position: JCB Operator

1. Purpose of the Role

The JCB Operator is responsible for operating backhoe loaders (JCB machines) to carry out excavation, loading, trenching, and material handling tasks in support of construction, infrastructure, and maintenance projects. The operator must ensure safe, efficient, and precise operation in accordance with site requirements and safety protocols.

2. Key Responsibilities

- ❖ Operate JCB equipment for tasks such as digging, trenching, backfilling, and loading materials.
- ❖ Conduct daily pre-operation checks and routine maintenance of the machine.
- ❖ Follow instructions from supervisors and site engineers regarding excavation plans and safety measures.
- ❖ Maintain accurate logs of work completed, fuel usage, and machine hours.
- ❖ Ensure the machine is operated safely and in compliance with environmental and workplace safety standards.
- ❖ Coordinate with other site workers to ensure smooth and efficient operations.

3. Qualifications and Experience

- ❖ Valid JCB Operator license or certification.
- ❖ Minimum 2years of experience operating JCB or similar backhoe loaders.
- ❖ Familiarity with construction site protocols and safety procedures.

4. Skills and Competencies

- ❖ Strong hand-eye coordination.
- ❖ Ability to read site plans and follow instructions.
- ❖ Good communication and teamwork skills.
- ❖ Commitment to safety, punctuality, and work quality.

5. Performance Indicators

- ❖ Timely and accurate completion of assigned excavation and loading tasks.
- ❖ Adherence to safety and operational guidelines.
- ❖ Minimal machine downtime due to operator error.
- ❖ Positive feedback from supervisors and team members.