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| **Job Description:** |
| **Job Title** | Fleet Driver Training Manager. |
| **Reporting Structure.** | Mr Ian Rogers Fleet Compliance Manager. |
| **Business / Function.** | B&M Waste Services. |
| **Primary Location.** | B & M Bromborough, Wirral (Northwest Traffic Area) |
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| Job Summary: | * To ensure that the statutory and operational requirements for safe, competent drivers are met.
* To assess driving standards and to provide appropriate feedback to develop driver skills throughout the Group.
* To enhance understanding, providing invaluable support and guidance in all aspects concerning driver behaviour, and facilitate areas where intervention is required.
* To deliver a professional training programme aligned to regulatory requirements, such as Driver Certificate of Competence (DCPC).
* The Driver Compliance Trainer and Assessor will be sufficiently qualified.
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| Duties & Responsibilities: | * Assess new drivers coming into the company with an induction training pack
* Driver assessment training of new drivers/agency drivers to the company.
* Report writing on driver’s performance with guidance for improvement.
* Keep a continuous driver development plan for each driver.
* Populate and deliver driver CPC training across the group of drivers within the UK.
* Compile and assist in the implementation of driver risk assessments & safe systems of work
* Be the custodian of the driver’s handbook and update in accordance with legislation, industry standards and group policy.
* Monitor the drivers (LMS) learning management system.
* Assist the fleet compliance manager with accident or incident investigation throughout the group locations with the UK.
* Monitor all vehicle related incidents and provide support and recommendations based on cause.
* Develop and assist incident technical alerts or toolbox talks to drivers.
* Annual driver training assessments and report writing.
* SAFED driver training and driver skills technique improvements.
* Identify other areas of training improvements and facilitate where required (Operator Licence Awareness Training, for example).
* Provide the fleet compliance manager with monthly training and vehicle incident statistics in readiness for the monthly governance meeting.
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| Qualifications & Experience: |  The fleet driver training manager should hold either previous or present experience or qualifications within the following fields:* Road transport managers certificate of professional competence (desirable)
* DVSA LGV Instructor (or on the LGV register) (essential).
* DVSA ADI (Approved driving instructor) (desirable).
* DVSA Fleet driver trainer (desirable).
* A training qualification or proven experience as a classroom trainer (essential).
* Train the trainer experience (PTTLS, for example) (desirable).
* H&S qualification. IOSH working safely. (desirable).
* IT literate. In Microsoft products. (essential).
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| Experience: | Experience of the above will be asked for during an interview for this position. Notes will be made and attached to the rear of this job description. |
| Desirable  | Support the business in a continued and effective manner aimed at improving fleet safety and compliance. Instil a positive culture towards Driver behaviour, Road Risk & Safety and improve driver performance. Communicate effectively to all Drivers and Associates throughout the Group. Eliminate poor and unsafe driving. Work closely with transport operations to improve fleet efficiencies. Assist in all fleet related accreditations, both compliance to and audits. Knowledge and experience in ADR and or the carriage of dangerous goods.  |

*Beauparc aims to attract and retain a skilled and diverse workforce that best represents the talent available in the communities in which our assets are located and our employees reside.*

*(DE&I Policy Statement)*