



Meet the
challenge
Join Norse

Introduction to Norse Group and Norse Highways

Norse Group is an established service provider, delivering a unique blend of property consultancy, facilities management, environmental services, and specialist care. Our public sector partnerships span England and Wales, and we're proud to offer commercial solutions that help address the evolving challenges of the built environment.

With a strong public service ethos and a commercial mindset, we work collaboratively with our partners and clients to deliver value, quality, and long-term sustainability in everything we do.

Highways – Keeping Norfolk Moving

Operating within Norse Group, our Highways team manages and maintains around 9,800km of roads across Norfolk on behalf of Norfolk County Council. This essential work helps keep communities connected and ensures the safe and efficient movement of people and goods across the county.

Our experienced team delivers a wide range of services, including:

- Routine maintenance and pothole repairs
- Carriageway surfacing and structural repair
- Private works and commercial projects
- Emergency response
- Winter maintenance and gritting services

Role Overview

Title: Winter Service Gritter Driver

Package:

£14.36 per hour (daytime, Monday - Friday)

£21.54 per hour (before 07:30am and after 16:00pm, after 15:00pm on Fridays)

£28.72 per hour (Sundays and Bank Holidays) + £110 weekly retainer.

Working Pattern: Hours are weather dependant however, majority of gritting takes place throughout evenings and weekends, before 07:30am and after 16:00pm.

Location: Aylsham; Ketteringham; Caister; Sculthorpe; Diss; Kings Lynn and Watton

Role Purpose

Our Winter Service Gritter Drivers play a vital role in maintaining road safety across Norfolk during the coldest months of the year. When road temperatures drop, these drivers are on the front line helping to ensure safe travel for residents, businesses, and emergency services.

This is your opportunity to be part of a dedicated, responsive team delivering an essential service that directly benefits communities across the county.

Key Facts from last Winter season:

- 66 gritting actions carried out across Norfolk
- 145,200 miles of road treated
- 48 gritting routes, each taking up to 3 hours to complete

If you're looking for a rewarding role where you can make a clear difference during the winter months, this could be the perfect fit.

Recruitment and Application process

If you would like an informal, confidential discussion regarding the role, please email Joe Pearce, Recruitment Advisor on joe.pearce@norsegroup.co.uk

Shortlisting

Following the closing date, we will look to shortlist and reach out to applicants within two weeks.

Interviews

Successful shortlisted candidates will be contacted and notified of interviews by phone and/or email, so it is essential that this information is provided in your application.

If you are shortlisted for interview, you will be asked to provide original documentation pertaining to your entitlement to work in the UK in line with a list of acceptable documents which will be provided during the interview process.

Key Responsibilities

Route Checks

- Check the route pre-gritting season (October to April) to become familiar with the route and help identify any hazards relating to carriageway restrictions and turn around points.
- Ensure that the vehicle is loaded with an appropriate amount of grit so that the vehicle is not overloaded, but with enough to complete the gritting route without returning to depot.

Vehicle Safety & Maintenance

- Carry out vehicle checks ensuring that there are no defects prior to doing a gritting run. Make sure the vehicle has diesel, oil, the lights and the radio work and the spinner is attached. Responsible for making sure the vehicle is safe to drive and that any defects are identified and rectified before starting a gritting run.

Route Planning

- Making sure the route is feasible and if not pass on any recommendations for changes.
- Respond to call outs in the gritting season 24 hours a day should the roads need to be treated
- Drive the given route ensuring the right amount of grit is spread onto the roads and that any bad patches are made good to ensure the safety of other road users

Candidate Requirements

Key Competencies

Experience: Proven experience as a professional LGV driver.

Qualifications: LGV licence (C+E)

Training: Prepared to attend training to achieve a City & Guilds Winter Service Operation Certificate (if not already held)

Availability: able to respond and participate in gritting action throughout the winter season on an AM/PM shift pattern, working when weather conditions dictate.

Testimonies from current Winter Service Gritters:

“All the years I have lived in Norfolk, I love gritting the roads in the winter which means I am giving back something to the community by keeping them safe over winter.”

“I retired a few years ago and the winter gritting perfectly fits in with my lifestyle”

“The winter drivers are a great crowd to work with, we are one great team keeping the roads safe.”

For more information on this role, please email recruitment@norsegroup.co.uk