



Job Specification

For: Plant Operator & Mechanic Coach

Ref: VR/01435

Job Description

About the Role

Looking for a **Plant Operator and Mechanic Coach** to support apprentices throughout their Military Engineering Construction Technician apprenticeship journey.

In this role, you'll coach, mentor, and guide apprentices as they develop the knowledge, skills, and behaviours required to succeed in military engineering and construction environments. You'll deliver high-quality coaching, workplace observations, progress reviews, and learner support while helping apprentices achieve their apprenticeship and prepare for Gateway.

This is an excellent opportunity for an experienced Plant Operator who enjoys developing others and wants to make a meaningful impact through apprenticeship delivery. Teaching or assessor qualifications are desirable but not essential, as the company can support the development of these qualifications.

What You'll Be Doing

- Coach, mentor, and support apprentices throughout their apprenticeship journey.
- Deliver workplace observations, progress reviews, and learner support activities.
- Help apprentices develop the knowledge, skills, and behaviours required for successful programme completion.
- Provide constructive feedback and support learners to achieve their goals.
- Support apprentices in preparing evidence and progressing towards Gateway.
- Build strong relationships with apprentices, military and civilian line managers, colleagues, and stakeholders.
- Use e-portfolio systems and digital learning tools to support delivery.
- Maintain accurate learner records and documentation.
- Participate in standardisation activities, team meetings, and CPD.
- Travel to learner and military training locations as required.

What We're Looking For

We're looking for someone who combines strong technical expertise with a passion for developing people.

Job Specification provided by:

Sappers Network
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Essential

- Strong practical experience operating plant equipment.
- Knowledge of construction operations and practices.
- Experience in training, coaching, mentoring, apprenticeship delivery, or workplace learning.
- Good administrative skills.
- Strong communication and IT skills.
- Full UK driving licence.
- Experience with one or more of the following:
 - Light or Medium Wheeled Tractor
 - Wheeled or Tracked Excavator
 - Crawler Tractor
 - Dump Truck

Desirable

- Teaching, assessor, mentoring, coaching, or instructional qualification.
- Former Royal Engineers or military engineering experience.
- Proven coaching and mentoring skills.
- Experience of Ofsted inspections.
- Understanding of ESFA funding requirements.

Location & Work Setup

This is a **home-based role with regular travel across Southern England** . You'll support apprentices through workplace visits, coaching sessions, and programme delivery activities.

Travel will primarily be to military training and learner sites, including **Chatham (Kent)** and **Minley (near Aldershot)** , as well as other locations across the region. Candidates based in the **South East, Kent, Hampshire, Surrey, or surrounding areas** are particularly encouraged to apply.

Compiled by : **Fiona Louch**
Compiled on : **10/14/26**

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