01

New Starter

- TTMBC Course
- Works with qualified TM
 crews
- Assigned personal mentor

Within 2 weeks



03

Qualified Operative

- Works towards Lead Operative Course
- Responsible for maintenance works
- Supports and mentors trainee operatives
- Additional training options:
 - HGV Licence
- IPV OperatorEMCC Operator

Within 1 year



05

Foreperson

- Completes 12A TMF course
- Responsible for larger, more complex TM works
- Manages multiple TM crews and subcontractors

3-5 years



Supervisor

- Plans, coordinates and delivers TM works and activities
- Manages multiple TM crews

5+ years



02

Trainee Operative

- Completes 12AB 1-day TM Operative course
- Gains immediate on-road experience as part of a TM crew
- Completes on the job assessments

Within 1 year



04

Lead Traffic Management Operative (LTMO)

- Key point of contact for all works
- Completes 12B LTMO course
- Responsible for TM crews delivering work
- Additional training options:
 - HGV LicenseIPV Operator
 - EMCC Operator
- 2-3 years



06

Traffic Safety Control Officer (TSCO)

- Completes 12A TSS course
- Carries out site safety audits focussing on road worker and road user safety
- Works with clients in offices and on site to coordinate works

3-5 years



High-speed career map

* Timeline for progression subject to personal professional development and there are no guarantees, this is a typical illustration guide for career progression



01

New Starter

- TTMBC Course
- T1 & T2 Course
- Works with qualified TM team
- Assigned personal mentor

Within 2 weeks

03

Qualified Operative

- Completes 12D T5 course
- Supports and mentors Trainee Operatives
- Additional training options:
 - T3/T4

1-2 years

05

Supervisor

- Completes 12D M7 course
- Plans, coordinates and delivers TM works and activities
- Manages teams

5+ years



02

Trainee Operative

- Gains immediate on-road experience as part of a TM team
- Completes on the job assessments

Within 1 year



04

Lead Traffic Management Operative (LTMO)

- Completes 12D M6 LTMO course
- Key point of contact for TM works
- Responsible for TM teams delivering work

2-5 years



Low-speed career map

* Timeline for progression subject to personal professional development and there are no guarantees, this is a typical illustration guide for career progression

