

# Maintenance (Trade or Related Work Experience)

## JOB DESCRIPTION

As a Team Member of the Production Team, you will be responsible for the ongoing care and maintenance of plant & equipment to ensure the Bowhill team can meet project & product requirements. You will be organised for the task, with all information at hand, collaborating with the team to ensure productivity, efficiency and innovative solutions are considered. You will be supportive of the bigger picture, including budget & time restraints, quality & safety standards, know when to buckle down and get the job done, balanced with mentoring staff in plant maintenance requirements and continuous improvement. You have the following key areas of responsibility: • Maintenance & Servicing Coordination and Completion • Production Consumables & Stock Control • Compliance

## LOOKING FOR

### Analyzer



An Analyzer is intense, with high standards and a disciplined and reserved personality.

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### Scholar



A Scholar is accurate, reserved, imaginative and seeks a high level of technical expertise.

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### Controller



A Controller is detail-oriented and conservative, with a preference for high quality and technical expertise.

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## THEY

Introspective

Opportunities to reflect

Matter-of-fact

Room for introspection

Analytical

Freedom from office politics

Professional work environment

Bring accountability to work

Freedom to take charge of your own assignments

See the results of your work

## NOTEWORTHY BEHAVIORS

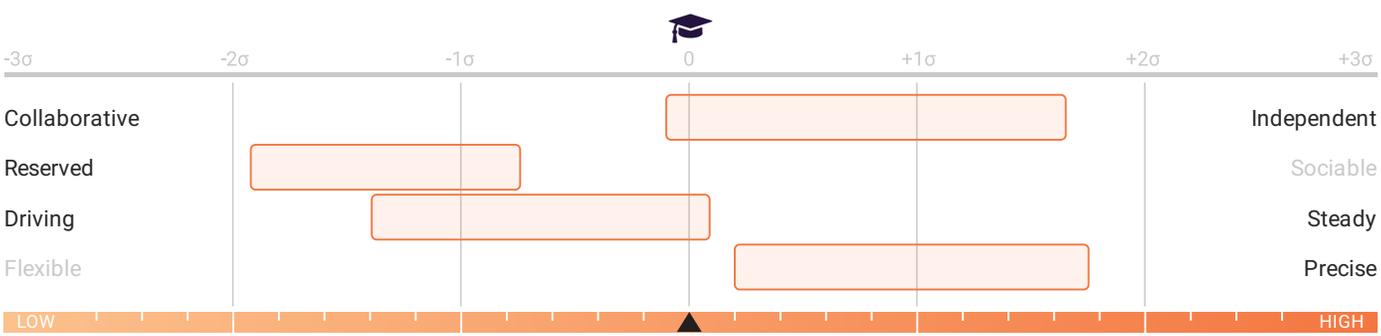
Formal	Task-oriented
Serious	Critical, creative thinker
Disciplined	Technical orientation
Sincere	Inquiring mind
Reserved, formal and quiet	Problem solver

## SUMMARY

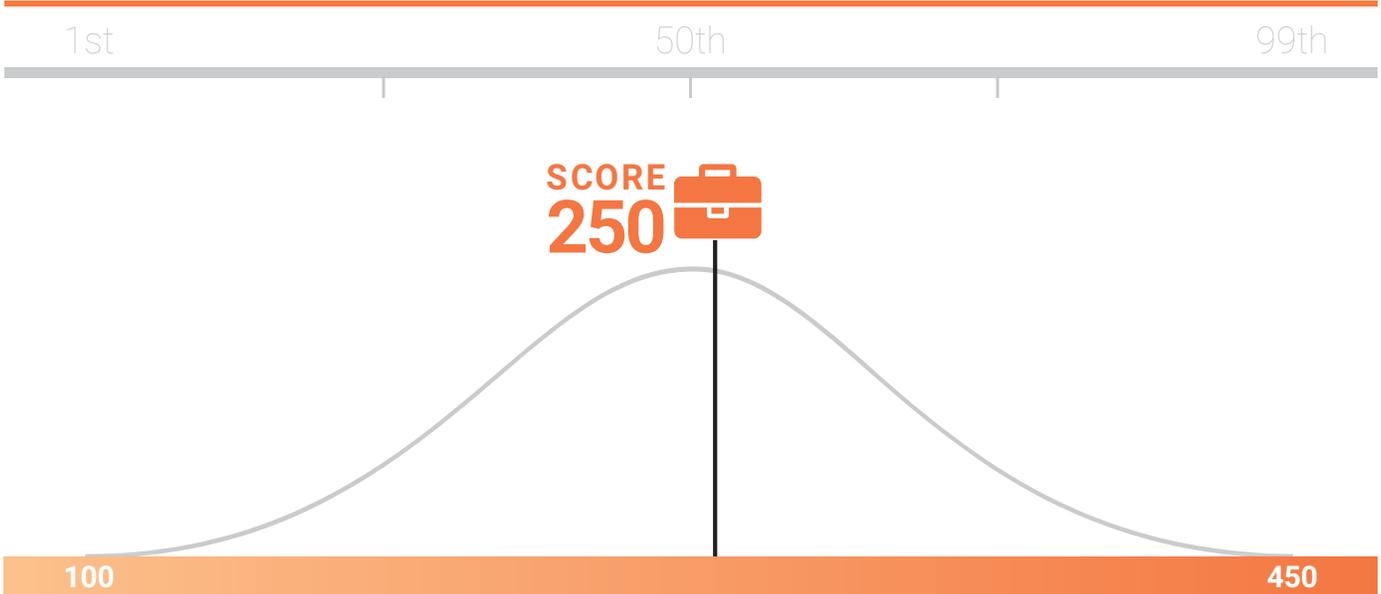
The focus of this job centers around producing timely results that are high quality and accurate. Benefiting from an analytical, inquiring and critical mind, this job requires imagination and strong problem solving skills, but with a strong technical orientation. The job requires an ability to deal with abstract concepts, systems and ideas and all of that in an organized and self-disciplined way. It also requires that serious consideration be given to all possibly related facts and potential problems. This job demands deep knowledge and expertise and to do it successfully depends on understanding detailed information. Intellectual confidence is important in this job and to do it well requires close, hands-on involvement, careful follow-up and very disciplined, and limited, delegation. This job is technically demanding and 'strictly business', with little need for influential 'people interactions'. Central to this job is the need to weigh all decisions carefully and thoroughly, based on expertise in order to avoid unpredictable risk. Getting the job done and getting it done right are the two, equal, drivers for this job, and that may create conflict.

## JOB CHARACTERISTICS

- Fast-paced environment with a focus on timely, correct results
- Technical, intellectual focus Great deal of attention devoted to getting results that are timely and accurate Demanding, critical and exacting with close follow-up and limited delegation Reserved and confident when supported by detailed information
- Decisions are made based on careful understanding of all available information; detailed technical knowledge; expertise and serious considerations for all sides of the issue/problem
- Needs time to make the right decision and cannot be pressured to make quick decisions
- Reserved communication; 'strictly business' communicates accurate information and provides all sides of the issue
- Demanding, critical and exacting
- Needs opportunities to use/demonstrate 'know how' and expertise in finding creative solutions to problems, with relative freedom from organizational involvements
- Delegation is usually given to those who have proven to be highly dependable and precise
- Leadership style likely involves high expectations for subordinates and a high degree of review following each task



## COGNITIVE TARGET



The ideal Maintenance (Trade or Related Work Experience) candidate will have a score of at least 250 on the Predictive Index Cognitive Assessment.