

Job Description

Fabrication Team Member



This job description outlines the purpose, key responsibilities, measures of success, values and professional behaviours and skills required for success within the role. It also describes the key measures of success of the role and provides focus for recruitment, development, career planning, performance management and remuneration initiatives.

Position Title:		Fabrication Team Member (Metal Fabricator / Welder)
Location:		Bowhill, South Australia
Current as of:		April 22
Reports to:		Workshop Team Leaders
Direct Reports:		Apprentices
Key Relationships:		Production Manager, Fabrication Team, HR, WHSE Coordinator, QA Representative

Purpose

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- **Together we thrive**
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Mission

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- **We transform communities & our people, by optimising & building structures that matter**
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Core Values

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- **Integrity** – We do what we say we are going to do
 - **Collaborative** – We get things done, together
 - **Courageous** – We embrace initiative & innovation
 - **Unity** – We help our clients win
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Core Competencies

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- **Smarter together** - optimization specialists in large, welded components
 - **Win Before you Start** - cost with certainty
 - **Complexity done excellently** - systems and process, refinement
 - **Committed to Our Community** - strengthen our region
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Role Purpose:

As a Fabrication Team Member, you will be responsible for metal fabrication & welding to produce and 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 and continuous improvement.

You have the following key areas of responsibility:

- Production
- People & Culture
- Compliance

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KEY RESPONSIBILITIES

RESPONSIBILITY	EXAMPLES	MEASURES OF SUCCESS (KPIs)
Production	<ul style="list-style-type: none"> ▪ Work Together – closely with team to focus on achieving the best timeframe and cost outcome ▪ Ability to read and work with drawings and problem solve as required to ensure products and projects are of the highest standard ▪ Challenge yourself daily as a tradesperson to improve fabrication and welding processes, our team is known for meeting challenges with ease and being the best in their field 	<ul style="list-style-type: none"> ▪ Set budgets are met (both quality & time) ▪ Read the play to avoid potential pitfalls
People & Culture	<ul style="list-style-type: none"> ▪ Be proud – Bowhill Engineering is a great place to work, speak positively and recommend it to others ▪ Show pride – maintain safe housekeeping conditions with and around the work area for self and others ▪ Protect Your Mates – display and maintain safe working practices to ensure the safety of yourself & others ▪ Be Pro-active - Identify and recommend continuous improvement initiatives, help make our team the best it can be 	<ul style="list-style-type: none"> ▪ Work Space neat, tidy & functional ▪ Safety of self & others ▪ Identification and delivery of continuous improvement initiatives within the team
Compliance	<ul style="list-style-type: none"> ▪ Personally check work in progress and finished products to ensure that quality standards are met ▪ Take action and ensure that all appropriate individual paperwork is completed accurately and on time ▪ Take responsibility to ensure individual and team production complies with company quality & safety procedures 	<ul style="list-style-type: none"> ▪ Zero defects – what can I do to make the next persons job easier ▪ Paperwork filled out 100% every time



PRODUCTION BEHAVIOURS

BEHAVIOUR	WHAT THIS MEANS FOR THE ROLE
Adaptable	<ul style="list-style-type: none"> ▪ Demonstrates the ability to handle a broad range of different tasks and assignments ▪ Adjusts quickly to different work environments ▪ Changes priorities when required without irritation
Reliable	<ul style="list-style-type: none"> ▪ Creates and/or follows procedures to achieve a high level of quality, productivity and service ▪ Dedicates the required time and energy to tasks to ensure that no aspect of the work is neglected ▪ Maintains high level of character and a professional attitude the role
Engaged	<ul style="list-style-type: none"> ▪ Creates and/or follows procedures to achieve a high level of quality, productivity and service ▪ Asks for direction to verify own accountabilities if unsure and escalate issues in an appropriate timeframe ▪ Dedicates the required time and energy to tasks to ensure that no aspect of the work is neglected
Skilful	<ul style="list-style-type: none"> ▪ Remains up to date with the latest technologies and development in area of expertise ▪ Is able to identify the skills required for personal growth and development ▪ Is committed to continuous learning and self-improvement
Initiative	<ul style="list-style-type: none"> ▪ Looks for new and productive ways to make an impact when it comes to generating new ideas or processes ▪ Is hard working and self-motivated ▪ Identifies and acts on better ways to do things
Team Player	<ul style="list-style-type: none"> ▪ Assists team members to ensure all responsibilities are met, ands seeks assistance as required ▪ Is courteous and treats others with respect ▪ Works on projects as part of a team, exchanging ideas and contributing skills that complement those of the other team members
Communication	<ul style="list-style-type: none"> ▪ Communicates positively and professionally with team members and customers at all times ▪ Communicates verbally and in written form with clarity ▪ Organises and expresses ideas and information clearly, using appropriate and efficient methods of conveying the information

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BOWHILL ENGINEERING CODE OF CONDUCT

We Expect and Accept:	We Don't Expect or Accept:
<ul style="list-style-type: none">▪ Honesty	<ul style="list-style-type: none">▪ Dishonesty
<ul style="list-style-type: none">▪ Teamwork	<ul style="list-style-type: none">▪ Negativity
<ul style="list-style-type: none">▪ Respect	<ul style="list-style-type: none">▪ Backstabbing
<ul style="list-style-type: none">▪ Patience and Tolerance	<ul style="list-style-type: none">▪ Intimidation
<ul style="list-style-type: none">▪ Work life balance	<ul style="list-style-type: none">▪ Handballing

DESIRABLE REQUIREMENTS

QUALIFICATIONS

- Trade Certification in Metal Fabrication or at least 6 years proven experience within a metal trade
 - High Risk License (Forklift LF)
 - Elevated Work Platform (Yellow Card – Scissor Lift)
 - Current Driver's license
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EXPERIENCE

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