

Job Target Profile

Material Handler

JOB DESCRIPTION

As the Materials Handler team member you will be responsible for the high productivity of the Boweng team through a seamless transition of goods inwards through to fabrication stage, together with accurate & timely loading of finished/outgoing goods, ensuring minimal damage during the transportation process. This role requires initiative and foresight to ensure the correct goods are at the correct place at the correct time. You have the following key areas of responsibility: • Material Handling including Logistics • Grounds, Stores • Stock control • People & Culture • Compliance

LOOKING FOR

Operator

An Operator is a patient, conscientious, relaxed and cooperative team worker.

[Learn More](#)

Craftsman

A Craftsman is accommodating and analytical, while producing highly precise and accurate work.

[Learn More](#)

Guardian

A Guardian is unselfish and approachable with a preference for detailed, skill-based work.

[Learn More](#)

THEY

Cooperative

Accepting of company policies

Accommodating

Encouragement

Reassurance

Harmony

Established, stable firm with a history of success

Consistent workload

Build close, lasting relationships

We take the time to get to know our employees

NOTEWORTHY BEHAVIORS

Responsive

Consistent with repetitive work

Cooperative with others

Takes time to connect

Reserved

Quiet

Tolerant

Serious with unfamiliar people

Patient

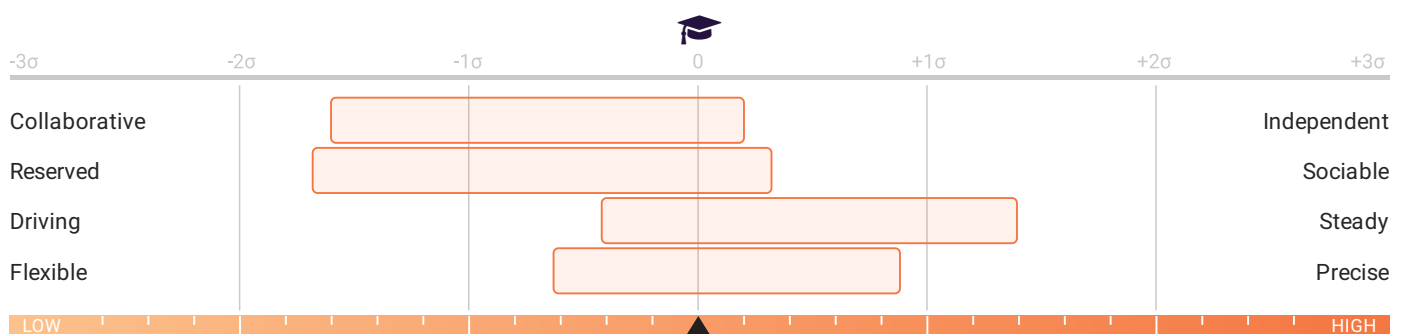
Comfortable with the familiar

SUMMARY

This job requires a patient and stable work style and consistency in dealing with repetitive routine. The job demands a cooperative, agreeable and sympathetic listener who gets along with others and enjoys being helpful to them. A customer service, team-oriented focus is of utmost importance. The job requires attention to the details of work, handling them with better-than-average accuracy and with careful attention to the quality of the work. The focus is on working comfortably under close supervision within a stable, secure team. The pace of the job is steady and relatively unhurried, with an inclination to keep doing things the same way unless directed otherwise by a supervisor. When there is change in the structure of work or scope of responsibility, ample time will be provided to learn the new work thoroughly with opportunity for repetitive practice. If the job requires making decisions, such decisions will be made in close conference with the team and supervisors. When the job requires work to be completed under time pressures or in changing situations, management will provide close support and encouragement.

JOB CHARACTERISTICS

- Steady, unhurried pace Unchanging environment, with support and encouragement provided by management
- Customer service, team-oriented, willing to do what is expected Detail-oriented
- Need not take risks Careful, very cautious decisions made within clear guidelines and with the full support of the team and management
- Will work harmoniously with the team throughout the whole work process Unassuming, agreeable, relaxed communication style Approachable and easy-going
- Will respect and seek direction from others If delegation is required, will follow up in a caring, non-threatening manner



COGNITIVE TARGET



SCORE
190 





100

450

The ideal Material Handler candidate will have a score of at least 190 on the Predictive Index Cognitive Assessment.

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