

# Quality Representative

## JOB DESCRIPTION

Role Purpose: As the Quality Rep of Bowhill Engineering you are responsible for the organisation & coordination of all stakeholders involved with Quality Inspections for production & surface treatment. The position is responsible for ensuring Visual Inspections are undertaken and appropriate records are maintained to ensure client specification requirements are met as well as optimum productivity whilst role modelling the leadership behaviours that create a high performing, engaged culture. You have the following key areas of responsibility: • Compliance • Welding Supervisor • NACE Coating Inspector (CIP) Level 1

## LOOKING FOR

### Specialist



A Specialist is a highly precise worker, who remains skeptical while respecting authority.

[Learn More](#)

### Controller



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

[Learn More](#)

### Analyzer

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

[Learn More](#)

## THEY

Serious	Understanding of rules and regulations
Diligent	Specific knowledge of the job
Reserved	Freedom from risk of error
Clarity of tasks and duties	
Deliver high-quality products and services	
Professional work environment	
Bring accountability to work	

## NOTEWORTHY BEHAVIORS

Careful with rules	Formal
Conscientious	Serious

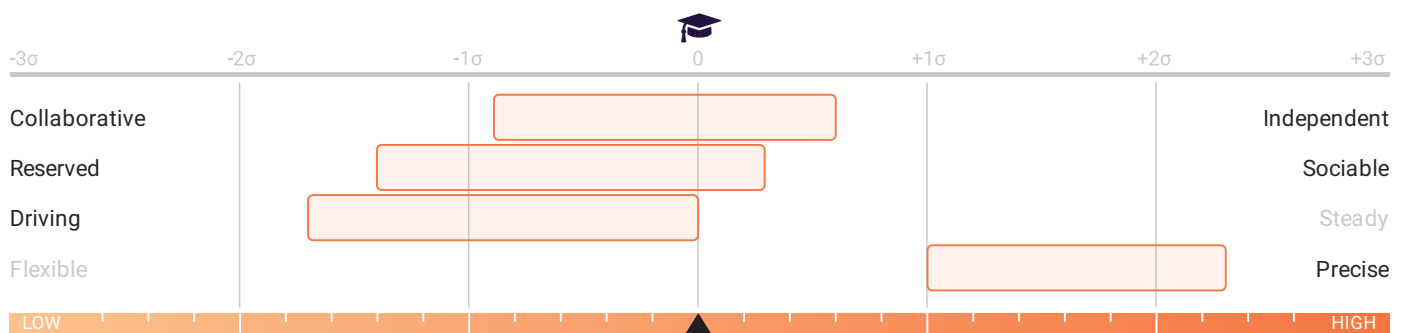
Thorough	Disciplined
Precise	Sincere
Concerned with rules and accuracy	Reserved, formal and quiet

## SUMMARY

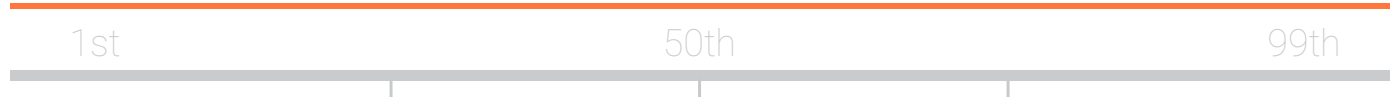
The responsibility of this position is managing specialized work efficiently, with confidence and competence. The position requires above average attention to details, concern for the exact correctness of work, and strong commitment to tasks completed on time. The person in this position will take work seriously, has a strong sense of duty, and is disciplined. A somewhat faster-than-average pace will be the norm for this position. Detailed, specialized work is the major focus. The person in this position will require clearly defined work, responsibilities, and reporting relationships, ongoing and thorough training opportunities to develop expertise and increase confidence, and frequently expressed appreciation of the person's competence, conscientiousness, and loyalty. The position will provide security in a stable work environment, allowing the person to plan for, focus on and complete tasks on hand. When changes in the nature of the work occur, the person in this position will need direction, training and support. The position will generally be task oriented, requiring someone with a conservative, careful, and cautious approach to work.

## JOB CHARACTERISTICS

- Unambiguous work direction Completing tasks from start to finish Concern for getting work done on time and correctly
- Extremely task-oriented. High standards of quality and accuracy
- Adhering to established guidelines and procedures Requires high degree of information gathering before making decision Must be comfortable in making decisions in area of specialty or expertise
- Reserved, factual, formal and sincere communication Look to management for direction in areas outside of expertise
- Strong follow-through on delegated tasks and assignments Following established policies and procedures and expects other to do the same Leads by example: is the technical expert in the area and does work required of subordinates



## COGNITIVE TARGET



SCORE  
**220**





The ideal Quality Representative candidate will have a score of at least 220 on the Predictive Index Cognitive Assessment.