

Job Target Profile

Apprentice Metal Fabricator

JOB DESCRIPTION

As an Apprentice Metal Fabricator, you will be responsible for learning and developing skills through a combination of hands-on experience and structured training activities, to achieve certification to become a Qualified Metal Fabricator via a structured training plan. 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. This position is responsible for completion of each job as designated taking every opportunity to learn the trade from other experienced peers. You have the following key areas of responsibility: • Production • People & Culture • Compliance

LOOKING FOR

Artisan

An Artisan is accommodating and analytical, while producing highly precise and accurate work.

[Learn More](#)

Operator

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

[Learn More](#)

Guardian

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

[Learn More](#)

THEY

Introspective

Matter-of-fact

Analytical

Opportunities to reflect

Room for introspection

Freedom from office politics

Build close, lasting relationships

We take the time to get to know our employees

Professional work environment

Bring accountability to work

NOTEWORTHY BEHAVIORS

Takes time to connect

Reserved

Quiet

Formal

Serious

Disciplined

Serious with unfamiliar people

Sincere

Comfortable with the familiar

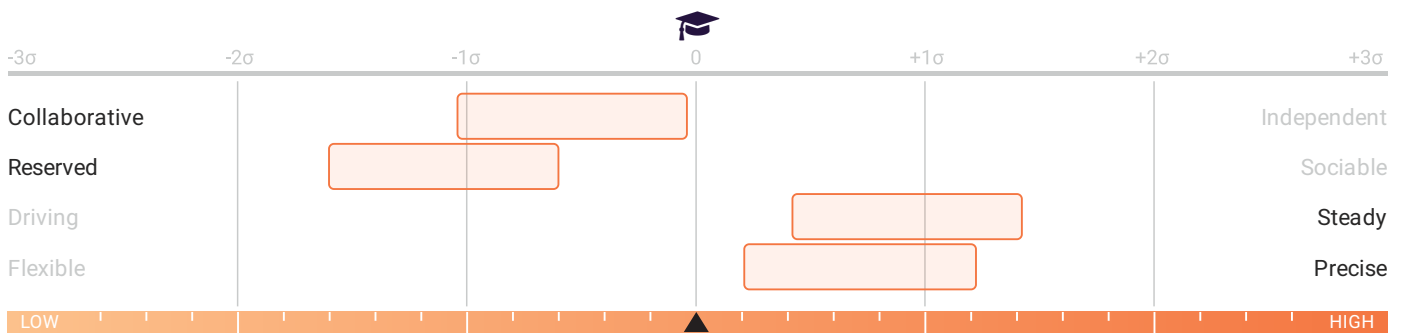
Reserved, formal and quiet

SUMMARY

The focus of this job is on producing high quality, detailed work based on established standards, guidelines and procedures. Precise, consistent work output is essential requiring patience and a willingness to handle and complete one task at a time. The job environment is stable, based on known relationships with people and well-defined processes. Job knowledge and competency is built through structured step-by-step training and positive, supportive coaching from management and peers. Communication with others is based on knowledge of repetitive job routines and procedures gained from sufficient on the job experience. Consistent, error free work based on defined regulations and standards are key measures of job performance success. The job environment promotes steady, methodical work output so that job routines can be completed on time and error-free. This position is designed to develop a valued technical expert, who, recognized and supported by management and a stable work environment, can deliver quality work on a consistent basis.

JOB CHARACTERISTICS

- Steady, even pace to promote accuracy and quality of work Repetitive routines Complete set of procedures and tasks completed before new ones are begun
- Technical/analytical focus Work within established systems, standards, and procedures Communication based on job knowledge and expertise
- Decision-making within clearly defined job scope Based on defined policies and procedures Supported by management
- Focused on job knowledge and expertise Helpful, supportive communication with management and peers Collaborative approach in structured job environment
- Leadership focused on consistent, accurate, quality work output Supportive, non-threatening leadership style Delegation to others when appropriate, using training, coaching and on the job experience



COGNITIVE TARGET



SCORE 
230





100

450

The ideal Apprentice Metal Fabricator candidate will have a score of at least 230 on the Predictive Index Cognitive Assessment.

© Predictive Index, LLC 1955 - 2022