

Job Description

Trade Assistant – Blast and Paint



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:		Blast and Paint (Trainee)
Location:		Bowhill, South Australia
Current as of:		September 22
Reports to:		STF Team Leader
Direct Reports:		-
Key Relationships:		Operations Manager, Quality Representative, Workshop Team Leader, WHSE Coordinator

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 Surface Treatment Facility (STF) Team Member you will be responsible providing the finishing touches to our landmark projects. Blasting & Painting are the last process before delivery to our client and we want to ensure they have lasting good impressions. You will be part of an energetic & collaborative team, that is highly productive, efficient, and aligned with other Boweng downstream and upstream activities. Ensure STF activities meet time and budget restraints, quality, safety & environmental standards.

The Trainee has the desire to learn, be trained, and obtain a nationally recognised qualification - Certificate III in Surface Preparation & Coating while working full time for the 48 months of the Training Contract.

You have the following key areas of responsibility:

- **Skills & Training**
- **STF Organisation**
- **STF Maintenance**
- **Cross Functional**

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KEY RESPONSIBILITIES

RESPONSIBILITY	EXAMPLES	MEASURES OF SUCCESS (KPIs)
Skills & Training	<ul style="list-style-type: none">Learn application, techniques and systemsSurface PreparationApply protective coatingsWork with Pressurised systemQuality control	<ul style="list-style-type: none">Thrive from knowledge gained through trainingApply practical skills to improving our internal processes
Organisation	<ul style="list-style-type: none">Work prioritisationCoordinate activities with STF Team Leader	<ul style="list-style-type: none">Productivity at 85% of higherJobs done on time within budgetZero defects
Maintenance	<ul style="list-style-type: none">Programmed (SIT's)Non-Programmed (MR)Continuous Improvement initiatives	<ul style="list-style-type: none">Developing knowledge of operating systemZero downtimeEquipment working in best possible orderImproved conditions, systems & procedures
Cross Functional	<ul style="list-style-type: none">Blast, Paint, ProductionWHSEQuality	<ul style="list-style-type: none">Seamless transfer between workshop to STF and STF to client100% safe & environmentally friendlySetup the next process for success

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TEAM MEMBER 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
Skillful	<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

- Driver's license (Manual)
- High Risk Licence (Fork Lift LF)
- Elevated Work Platform (Yellow Card – Scissor Lift)
- Working at Heights Certification

EXPERIENCE

- Surface Treatment applications ie Abrasive Blast & Spray Painting
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