

Job Description

STF 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:		STF Team Member
Team		STF
Location:		Bowhill, South Australia
Current as of:		April 26
Reports to:		STF Manager
Team Leader:		Surface Treatment Team Leader
Direct Reports:		
Key Relationships:		STF Team, Production Team, Quality Team

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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- **We do what we say we are going to do**
 - **We get things done, together**
 - **We work smarter**
 - **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
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- **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.

You have the following key areas of responsibility:

- **STF Organisation**
- **STF Compliance**
- **Cross Functional**

Employee Productivity Target – 80% WR / 20% WU

KEY RESPONSIBILITIES

RESPONSIBILITY	EXAMPLES	MEASURES OF SUCCESS (KPIs)
Organisation	<ul style="list-style-type: none"> ▪ Work prioritisation ▪ Coordinate activities with STF Team Leader 	<ul style="list-style-type: none"> ▪ Productivity at 85% or higher ▪ Jobs done on time within budget ▪ Zero Defects
Compliance	<ul style="list-style-type: none"> ▪ Programmed Maintenance (STF) ▪ Non-Programmed Maintenance (MR) ▪ Continuous STF Improvement initiatives ▪ Quality Requirements maintained to required standards 	<ul style="list-style-type: none"> ▪ Developing knowledge of operating system ▪ Zero downtime ▪ Equipment working in best possible order ▪ Improved conditions, systems & procedures ▪ Paperwork filled in 100%
Cross Functional	<ul style="list-style-type: none"> ▪ Blast, Paint, Production ▪ WHSE ▪ Quality 	<ul style="list-style-type: none"> ▪ Seamless transfer between workshop to STF and STF to client ▪ 100% safe & environmentally friendly ▪ Setup 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



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
 - Light or Medium Rigid Truck License
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EXPERIENCE

- Surface Treatment applications ie Abrasive Blast & Spray Painting
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