

JOB & PERSON SPECIFICATION

JOB TITLE	TRAINEE SITE OPERATIVE
DEPARTMENT	SITE
REPORT TO	SITE SUPERVISOR AND DIRECTORS
LOCATION	SITE (VARIES PER PROJECT) AND WORKSHOP (KRHQ, NEWBURGH)

ROLE OVERVIEW

Your role will be instrumental in delivering and maintaining a high-quality service/support within our site team, which will help us in achieving our company objectives and strategy. This will include:

#1	To work on wall cladding and roofing projects
#2	To operate plant and machinery
#3	To clean and maintain industrial roofs and rainwater systems
#4	To erect steel and associated products

ROLE & RESPONSIBILITIES

Main Activities:

- Erect steel structures as per drawings and instructions
- Install cladding products using a wide range of tools and equipment
- Maintain, repair and clean roofs, gutters and cladding
- Operate machinery and plant, assisting with maintenance where required
- Adhere to site guidelines and rules, completing forms and paperwork where needed (inc. HSEQ)
- Commit to training sessions and ongoing learning through taught sessions and work based opportunities
- General labouring (inc. assisting with groundworks)

General Activities:

- Communicate with team, customers, suppliers and all external bodies in a clear, positive and professional manner
- Actively promote our products, services, values and messaging so customers buy into our brand
- Adhere to all company policies and procedures, adapting working practices when required to ensure maximum productivity and efficiencies
- Utilise our systems fully to ensure accurate input and reporting
- Demonstrate awareness and responsibility for the safety of self and others
- Contribute to the general running and development of the business
- Take pride in our facilities, plant and sites, ensuring they are kept safe, clean and tidy at all times
- Carry out any other duties deemed necessary for the business

THE KR WAY

Our purpose is to **RE-ENERGISE** the construction industry. To become a driving force in creating a more sustainable construction model and legacy for the next generation. To do that we need our teams to:

- Bring the energy, passion and positive attitude needed to drive change and results
- Challenge the status quo. Identify areas where improvement is needed and assist in implementing the necessary changes
- Assure own competence by committing to ongoing training and personal development
- Be a champion for continual learning, sharing knowledge and supporting development of others
- Engage in company initiatives and attend at least 1 of our external sites, networking events, community projects or team events per quarter.

KR CREDENTIALS (Person Specification)

	Essential	Desirable
Knowledge + Experience + Qualifications		
Has genuine interest in gaining experience in this role	X	
Can demonstrate knowledge of construction industry (or willing to learn all about it)	X	
Experience with Microsoft 365 (outlook, work, excel) and comfortable using apps on phone / tablet		X
Competencies + Skillset		
Dedicated to continual learning and commitment to trainee programme (3 year programme and 1 year post qualifying)	X	
Willing to develop own knowledge of the business, our ethos and the services we provide	X	
Ability to process information and instruction and ensure completion of tasks	X	
Ability to develop effective relationships across our business both internally and externally	X	
Presents self in an appropriate manner (according to the situation)	X	
Communicates in a clear, open and positive manner across all mediums	X	
Keeps team informed of progress on tasks		X
Identifies and highlights potential obstacles in achieving tasks and proposes solutions where appropriate		X
KR Way		
Brings the energy, passion and positive attitude needed to drive change and results		X
All about innovation and collaborative creation of fresh ideas and initiatives		X
Up for some positive disruption! Willing to challenge the status quo and look for a better way		X

Aligns priorities and decision making with company vision, values and goals		X
Champion for continual learning, sharing knowledge and supporting development of others	X	
Comfortable learning and utilising technology/systems to drive efficiencies and productivity		X

This job description has been designed to indicate the general nature and level of work performed by employees within this role. It is not designed to contain or be interpreted as an exhaustive or fully inclusive listing of all duties, responsibilities and qualifications required of employees assigned to the role. You may be asked to perform other duties and support across the business and other departments as required by management.

I have read, understand and agree to carry out the tasks within this job and person specification to the best of my ability.

Employee signature:		Employee Name:	
Date signed:		Line Manager:	