

JOB & PERSON SPECIFICATION

JOB TITLE	SITE OPERATIVE (CLADDING)
DEPARTMENT	WORKSHOP AND VARIOUS SITES
REPORT TO	OPERATIONS MANAGER AND DIRECTORS
LOCATION	NEWBURGH, SITE OFFICE

ROLE OVERVIEW

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

#1	Work on cladding and roofing projects
#2	To operate plant and machinery
#3	To clean and maintain industrial roofs
#4	To help fabricate and install steel

ROLE & RESPONSIBILITIES

Main Activities:

- Read drawings to install cladding products using a wide range of tools and equipment
- Work on site to install roof and wall cladding and erect steel where required
- Install/fit rainwater goods, flashings, louvre vents etc
- Assist with fabricating/welding projects where necessary
- Maintain, repair and clean roofs, gutters and cladding
- Assist with installing safety systems and upholding safety standards
- Operate and maintain machinery and plant
- General labouring across the scope of construction activities carried out in the business
- Keep site and workspace (inc. vehicles) safe and tidy at all times

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, recording and reporting
- Demonstrate awareness and responsibility for the safety of self and others
- Attend, participate, capture and complete assigned actions in all relevant meetings
- Contribute to the general running and development of the business
- Keep workspace (inc. work vehicles), and documentation organised and tidy
- Help induct, coach and mentor new starts and trainees
- Take pride in our facilities, 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
- Align your priorities and decision making with company vision, values and goals
- Make time for innovation and collaborative creation of fresh ideas and initiatives
- 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 networking events, community/charity projects or team events per quarter.

KR CREDENTIALS (Person Specification)

	Essential	Desirable
Knowledge + Experience + Qualifications		
Has proven work experience in a similar role	X	
Can demonstrate knowledge of construction industry (or willing to learn all about it)	X	
Has the relevant qualifications they can apply to this role (or is working towards them)		X
Competencies + Skillset		
Ability to work under instruction and from own initiative	X	
Interest and initiative in the cladding and steel construction industry	X	
Strong attention to detail and a commitment to producing high-quality work	X	
Ability to work in all weathers, at height and under pressure	X	
Has the interpersonal skills to sustain effective relationships across our business both internally and externally	X	
Manages own workload, prioritising tasks and meeting deadlines aligned with company goals	X	
Physical dexterity and stamina for extended periods of standing, moving and lifting	X	
Able to act proactively and with limited direct supervision, while at the same time recognising when matters need to be referred to more senior member of team		X
Develops own knowledge of the organisation, its context, and its services to fulfil objectives	X	
Competent in continual learning and utilisation of software and systems relevant to role		X
Ability to process information and instruction and ensure effective implementation	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 key tasks and objectives whilst ensuring that delegated tasks are completed on time	X	
Identifies and highlights potential obstacles in achieving tasks and objectives and proposes solutions where appropriate		X
Develops new processes and practices to accommodate new objectives and technological developments		X
Be responsible for keeping working environment safe, clean and tidy	X	
Be responsible for helping new members of staff develop in the job		X
Be responsible for safety self and others	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:		Line Manager Signature:	
Employee name:		Line Manager Name:	
Date Signed:		Date Signed:	