

Job Description

Plant Fitter

Reports to

Workshop Foreman

Direct and Indirect Reports

None

Our Mackley Mission

“To be nationally recognised as an innovative leader throughout the civil engineering and construction industry through sustainable growth”

Our Vision and Values

- **Professionalism:** Our technical expertise enables us to deliver quality projects safely, on time & at realistic cost. We are recognised for our professionalism; quality, honesty, integrity, safe working, reliability, and consideration to the environment as an established company.
- **Teamwork:** We build effective conscientious teams with, approachability, trust, loyalty and respect for others.
- **Relationships:** We maintain and develop relationships with excellent communication, caring for others, and approachability throughout our business.
- **Leadership:** We pride ourselves on our reputation as a leader of considerate problem solving and the continuous achievement of success is our unrivaled reward.
- **Innovation:** We are an innovative leader, adding value, being creative in problem solving and meeting the challenge. We expect these behaviors of each other.

Job Purpose

The Plant Fitter will be responsible for the safe & cost-effective repair & maintenance of plant & equipment, without harm to people, the environment & targeting zero defects.

Accountability

Quality

- Work to and within the Mackley Integrated Management System, company procedures, policies and regularly communicate with your line manager.
- Prior to commencing work on vehicles or equipment, ensure compliance with method statements & risk assessments.
- Ensure workshop equipment and tools are utilised within safety guidelines and is cleaned and returned after use.
- Ensure waste minimization including waste segregation & safe disposal.
- Ensure manufacturers guidelines are followed when diagnosing, repairing and servicing equipment.
- Maintain a safe working environment & high standards of health & Safety, environment & quality.
- Ensure all site safety & environmental rules are followed including ensuring that appropriate PPE is worn, following safe systems of work and reporting any incidents.
- Ensuring that plant has been inspected, tested & tagged prior to delivery to site.
- Attend Site/Workshop inductions, toolbox talks and department meetings, ensuring all rules highlighted are adhered to, particularly in relation to Health and Safety.
- Ensure timely completion of any e-learning courses and attend equipment related training as required.

Stakeholders & Communication

- Work efficiently and safely, ensure site tidiness and security to safeguard our workforce, the public and the image of our business.
- Taking responsibility for security of vehicles, equipment & premises as appropriate.
- Taking telephone messages from sites & suppliers whilst ensuring high levels of customer service are maintained.
- Assist the Workshop Foreman in promoting a safe environmental & quality culture.

Teamwork

- Ability to work both alone and effectively as part of the Plant team, supporting others and utilizing each other’s strengths to help develop each other’s weaknesses.
- Maintain good rapport and working relationships with site staff, operators, and other employees.
- Giving support to the Yard/Stores Operatives as required.
- Assisting in the training & development of apprentices.
- Flexibility and willingness to undertake duties other than those outlined in this job description or to undertake work in other departments/sites to meet customer demands.

Productivity

- Carry out designated tasks as instructed by Workshop Foreman, dealing with any scheduled repairs as well as unscheduled repairs and checks as they arise.
- Diagnose and apply the relevant mechanical and electrical repairs whilst ensuring compliance with any relevant risk assessments and method statements.
- Repair or replace damaged or worn parts and test equipment to ensure any repairs are adequate.
- Carry out fabrication, welding and gas cutting as required.
- Carrying out routine servicing of vehicles, plant and equipment, ensuring service records are completed and maintained.
- Carry out diagnostics of vehicles and equipment both in the workshop and on site.
- Operate within level of skill, competence and certification as appropriate.
- Ensure spares & oils are booked to the correct job/equipment and liaise with the Workshop Foreman & Yard/Stores Operative to ensure stock/spares are maintained, minimizing waste & over ordering.
- Maintain good timekeeping and productivity.
- Utilise tools & equipment correctly & safely. Ensure spill kits are deployed where appropriate & are disposed of safely & effectively back at the yard.
- Maintain a tidy work area at all times and assist the team in carrying out weekly cleaning of the workshop and yard area.
- Must maintain any provided vehicle in a clean & tidy condition, carrying out daily defect inspections and ensuring any tools/equipment held in vehicle are inspected, calibrated and in good working order, reporting any defects.

Key Result Areas

- **Quality** – Complete servicing and repairs to an accurate & high standard to ensure that we remain productive, safe and compliant with legislation
- **Team Work** – Always demonstrates flexibility and willingness to support other team members when required.
- **Time/efficiency** – Completes tasks in a timely and positive manner, adhering to any relevant deadlines.
- **Environment**- Consistently manages & minimizes waste and disposal to prevent and remediate environmental hazards.

Person Specification

Qualifications

- GCSE Maths and English
- Full UK Driving License
- NVQ (Minimum Level 2) in Plant Mechanics
- NVQ (Minimum Level 2) in Vehicle Mechanics

Training

- Manual Handling
- Have a Labourer or Skilled Worker CSCS card
- Use of diagnostic equipment

Skills & knowledge

- Able to work at high concentration levels to ensure 'right 1st time'
- Can prioritise with good time management
- Self-motivated & disciplined
- Knowledge and competence working with hydraulics, electrical, mechanical, and pneumatics, pumps and 2-stroke engines as a minimum.

Experience

- At least 3 years' experience in working with heavy plant, vehicles, tools and equipment.
- Have worked within a construction environment

Personal qualities

- Good planning, organisation & interpersonal skills
- Drives own personal development & takes responsibility in improving own knowledge & skills
- Adaptable and flexible
- Comfortable in a fast paced and reactive environments.
- Treats all who you interact with equally, with courtesy and respect
- Proven team player who can enjoy a challenge
- Good level of fitness
- Proactive and enthusiastic attitude

- Good engineering hygiene
- A natural forward planner who is comfortable communicating with their colleagues & external companies
- A logical, organised & understanding individual who can deal responsibly & make responsible decisions

Technology skills

- IT Microsoft Office skills (desirable)

Relationships

Internal

Foreman/Supervisor
Plant Management Team
Site Personnel
Plant Team Members

External

Members of the public
Suppliers
Subcontractors

Additional information

You will be expected to work and travel to various Mackley sites throughout the UK.

Plant Fitters will be expected to have their own selection of general plant fitters tools – i.e spanners, sockets, hand tools as is usual practice in the trade. These tools are the sole responsibility of the owner.

The Company may, from time to time, require you to undertake duties other than those outlined in this job description and/or to undertake work in other departments/sites to meet customer demands. Any changes to this job description will be discussed and agreed with you.