

## Fitters (Levels 1 – 4)

### Job Description

#### Overall, Purpose of Role:

We are currently recruiting for Level 1 - 4 Fitters to join our Production team to maximise efficiencies whilst following set procedures and providing live data on progress, as well as to maintain set quality standards. We have a skills matrix in place for our Fitters working at different levels dependent on technical training and ability:

Level	Core Responsibility
1	To train on any full build – entry level with no previous experience necessary
2	Mechanical or electrical fitting on either vans or 4 x 4's
3	Van platform – full build or 4 x 4 platform – full build
4	Production of any type of vehicle, fully capable across all builds in both mechanical and electrical across all platforms

#### Key responsibilities (in addition to core level responsibilities above):

- To undertake all work requirements (preparation/fitting/production) in accordance with given instructions and any applicable customer specifications
- To produce work in a timely and professional manner
- To ensure the quality of work meets with Company standards and take responsibility for work produced

- To ensure any specified targets are met and to advise the Supervisor of any associated problems in a timely manner.
  - To deal with any waste products in line with Company guidelines
  - To maintain a tidy work environment at the end of the shift.
  - To be pro-active in recommending ways of improving efficiency and/or quality
  - To be able to pass on knowledge to others to assist in their cross training.
  - To ensure the right material and tools are used in the right manner for the right job.
  - To ensure any documents are fully completed.
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- Always ensure you promote a safe, healthy and environmentally-friendly workplace by observing and adhering to the Company's Health & Safety policies and any associated accreditations or regulations
  - To understand orders and processing instructions in maximising both productivity and material yields.
  - To be competent in setting up machines on trained competencies including trouble shooting and support the responsibility of machine maintenance
  - To effectively communicate ideas to the production team.
  - To support the responsibility for the managing of associated equipment e.g. four post lifts, cranes, material handling etc
  - To undertake any such reasonable duties that may be required from time-to-time by the Company which may include providing cross function cover for sickness absence and/or holidays

### Additional

- To build target quantities as set by process / management – levels 2, 3 & 4
- To ensure supplier parts are correct and fit for purpose – levels 2, 3 & 4
- The ability to train others and produce standard operating procedures (SOP's) – levels 3 & 4
- First level of Supervision with the ability to schedule and manage staff on a temporary or permanent basis – level 4

### **Person Specification:**

- Previous experience in fast-paced production/automotive environment is preferable for all roles levels 1 - 4
- Previous demonstrable experience in similar industry sector working on mechanical or electrical builds is preferable for level 2 & 3 roles
- Advanced technical qualification or equivalent experience – level 4 roles only
- Calm, methodical and positive approach to work in hand
- Self-motivator with attention to detail
- A good communicator with the ability to interpret technical instructions
- The ability to prioritise with excellent organisational skills
- The ability to work well with colleagues to ensure efficiency in the workplace
- Due to the repetitive nature of some tasks, the ability to maintain a good level of concentration and focus
- The roles may require standing for long periods and the lifting of packages or materials
- Previous experience in fast-paced production environment is preferable

These are permanent full time roles, working 40 hours per week Mondays to Thursdays 7:30am to 4:30pm with 30 minutes for lunch (unpaid) and Fridays 7:30am to 1:30pm with no break.

### **Application Process:**

Please apply with CV and cover letter, giving your current salary and explaining your suitability for the role to [d.thorpe@cpl-ltd.com](mailto:d.thorpe@cpl-ltd.com)

Deadline for applications: 30<sup>th</sup> April 2022

Interview date: From w/c 28<sup>th</sup> March 2022 onwards

Start date: As soon as possible



We may arrange informal shortlist interviews for high calibre candidates as applications are received. If you do not hear from us within 14 days of our closing date you may assume your application has not been successful on this occasion.

**Hours:** 40 hours a week

**Contract:** Full time permanent

**Salary:** Circa £19,760 to £27,040 per annum dependent on level of role (1 – 4)

Statutory holidays and pension scheme after a qualifying period

**Location:** Kettering, Northants, NN18 8UN