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**JOB SUCCESS PROFILE**

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| **1. JOB DETAILS:** | | | |  |
| JD Code: | Unit#01/Maintenance-Mechanical/JSP-005 | | | |
| Designation: | Senior Fitter/ Welder | | | |
| Location: | Unit#01 | | | |
| Grade/Level: | 04 | | | |
| Reports to: | Mechanical Foreman | | | |
| Department: | Maintenance & Mechanical | | | |
| Prepared/ Revised: | Prepared | | | |
| Backup |  | | | |
| **2. JOB PURPOSE:** | | | | |
| The purpose of Senior fitter is to precise fit out of gearboxes, pumps and valves, balancing and testing; assembly of minor equipment plus associated components and general fitting, as well as general Turning and Milling.  The purpose of welder in the company is to provide all the work related to welding. He should be well aware of all the welding material used and should be responsible for his work. | | | | |
| **3. JOB OUTCOMES** | | **KEY PERFORMANCE INDICATORS** | **CRITICAL SUCCESS FACTORS** | |
| 1. Repair, dismantle and assemble all parts of machine like oil pumps, vacuum pumps, heat exchanger, gears and bearings | | Quality of work overtime | * Prior practical skill * Knowledge of equipment | |
| 1. Check daily status of machines | | Daily Report | * Plan of daily maintenance | |
| 1. Perform different welding methods | | Application of welding methods | * Prior knowledge of welding methods * Welding Equipment and tools | |
| 1. Do Welding and repairing tasks, Melt metals to join, use blow torch and other welding equipment | | Quality of welds, joining and utilization of equipment | * Welding Equipment * Helper | |
| 1. Keep himself and sub-ordinate safe during welding | | Utilization of safety equipment | * Safety tools * Safety knowledge | |
| 1. Initiative & Innovation management | |  |  | |

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| **4. JOB SPECIFICATIONS:** | | |
| **Education:** Matriculation and some related technical courses  **Required/Preferred Experience Required:** 6-8 Years | | |
| **5. JOB CONTEXT:** | | |
| **Nature of business:** Colors & Chemicals Mfg. (Pvt) Ltd  **Timings:** Day Shift--From 9:00 am – 5:00 pm  **Travel Requirement:** 75% | | |
| **6. COMMUNICATION & WORKING RELATIONSHIPS** | | |
| **Internal Relations:** Within all departments  **External Relations:** With customers, Clients other exterior related organizations | | |
| **7. DECISION MAKING AUTHORITY:** | | |
| * He would have decision making authority in his department on his sub-ordinate worker or helper | | |
| **8. COMPETENCIES AND INTERPERSONAL SKILLS:** | | |
| * Time Management * Coordination | | |
| **Company Mission & Vision Statement :** | | |
| * To offer the manufacturing products and solutions based by applying international standards and best practices of innovation, cost effectiveness and customized products with commitment and dedication on quality, safety, productivity, customer satisfaction and environmental responsibility * To grow globally as the top most leading colors & chemicals associated products manufacturers and scientific solution providers for Pakistan industry keeping innovation as priority & maximum contribution to society. | | |
| **9. APPROVALS:** | | |
| **Head of Department** | **Head**  **HR & OD Department** | **Chief Executive Officer** |
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