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**JOB SUCCESS PROFILE**

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| **1. JOB DETAILS:** | | |  |
| JD Code: | Unit#01/Maintenance-Mechanical/JSP-006 | | |
| Designation: | Fitter/Welder | | |
| Location: | Unit#01 | | |
| Grade/Level: | 03 | | |
| Reports to: | Senior Fitter/Welder | | |
| Department: | Maintenance & Mechanical | | |
| Prepared/ Revised: | Prepared | | |
| Backup |  | | |
| **2. JOB PURPOSE:** | | | |
| The purpose of Fitter/Helper is to assist maintenance mechanics in repairing and maintaining machinery and mechanical equipment. Carries tools and equipment to and from storage and working areas. | | | |
| **3. JOB OUTCOMES** | | **KEY PERFORMANCE INDICATORS** | **CRITICAL SUCCESS FACTORS** |
| 1. Perform all fitting related tasks | | Issuance of tasks | * Fitting Knowledge |
| 1. Do drilling, grinding, cleaning of mechanical equipment, lubrication and greasing of machines | | Quality of work overtime | * Drilling, Grinding, Cleaning, Lubrication equipment |
| 1. Do welding & 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 safe during welding | | Utilization of safety equipment | * Safety tools * Safety knowledge |
| 1. Help his senior in Troubleshooting and maintenance work | | Teamwork | * Coordination between senior and helper |
| 1. Initiative & Innovation management | |  |  |

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| **4. JOB SPECIFICATIONS:** | | |
| **Education:** Matriculation and some related technical courses  **Required/Preferred Experience Required:** Fresh/2 Years’ Experience | | |
| **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 not have any decision making authority in his department | | |
| **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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