

JOB DESCRIPTION

Maine Surface Finishing is an engineering company offering a range of fabricated components and assemblies which includes a surface finishing operation by powder coating or wet spraying. The Company has four production facilities based in Coleraine, Dunloy, Garvagh and Magherafelt.

Job Title	Powder Coat Painter
Responsible To	Team Leader, Production Supervisor, Production Manager
Job Summary	Powder coat a wide range of metal products to a high standard to meet customer specifications and production targets.

DUTIES & RESPONSIBILITIES:

Skills & Abilities

- Powder coat products in automatic or manual spray booth according to customer specification;
- Powder spray with particular attention focused on correct colour and thickness;
- Spray a range of products from aluminium extrusions, large flat surfaces, awkward profiles and overcoat rejected powder coated parts to a high standard;
- Visually and mechanically check finished items for flaws and proper coverage. Refinish and touch up as required.

Workplace Organisation

- Consistently follow company procedures in relation to safe working practices and reporting of risks and accidents;
- Recognize hazardous situations and take appropriate actions with regard to your own and others safety;
- Maintain a safe, clean and organized work area.

Use of Material & Equipment

- Ensure optimum use of materials within your control to minimize scrap / wastage;
- Identify, select and return powder boxes correctly according to work schedule;
- Demonstrate due care and respect for company equipment and machinery and complete preventive maintenance where appropriate;
- Clean down electrostatic spray guns and spray booths in line with Company guidelines.

Performance

- Work to agreed output targets and deadlines, communicating status and progress to your Team Leader / Supervisor as the work progresses;
- Identify the reasons for missing or exceeding agreed output targets and apply the learning to future works;
- Consistently produce work to the required company quality standards and customer specifications;
- Inspect your work and take positive action to report and correct defects and to prevent repetitive errors;
- Practice problem solving and troubleshooting techniques as part of a team responsible for realizing continuous improvement to products and processes.

General

- Provide general support to management and assist with overflow work from colleagues as needed to ensure that the site runs smoothly;
- Maintain a positive work atmosphere by communicating and collaborating with customers, clients, co-workers, and management;
- Participate in and attend cross functional training and departmental meetings as required;
- Monitor own development towards business and individual objectives;
- Under the Health & Safety at Work Act 1974 each employee has a responsibility to Health and Safety and must also adhere to their responsibilities as laid out in the H & S policy.

The marginal functions of this position have not been included. This job description in no way implies that these are the only duties to be performed. An employee will be required to follow any other job-related duties required by the Management Team within Maine Surface Finishing.

PERSON SPECIFICATION

The list below is an illustration of the qualities that the Company requires. These areas will be looked at in performance reviews which are made to ensure that, not only can you fulfil your job description, but that as a member of the Company you are contributing in an effective manner to suit your position.

ESSENTIAL CRITERIA:

- A minimum of 12 months hands-on experience of paint/powder/surface treatment operations;
- Ability to adjust powder settings, powder flow, powder charge, line speed and cure oven temperatures;
- Ability to see flaws and rectify defects caused by powder coating process;
- Ability to weigh and record powder batch and usage;
- Able to perform clean down of manual and automatic spray booths;
- Ability to read engineering drawings and understand how the final product should look;
- Takes full responsibility for quality, quantity and inspection of work performed;
- Good understanding of customer deliverables and the impact of failure and cost of poor quality;
- Ability to work hard to maintain constantly changing product flow through a busy shop floor;
- Ability to work on own initiative to resolve any powder coating related issues;
- Ability to comprehend, read and write English fluently, and follow verbal and written instructions;
- Strong team player with the ability to communicate effectively;
- Excellent attendance record and flexible with time;
- Reliable and punctual with a positive attitude;
- Must be willing to be cross-trained and move to other areas when needed.

DESIRABLE CRITERIA:

- Knowledge of ERP or MRP systems would be a distinct advantage;

KNOWLEDGE & UNDERSTANDING:

- The impacts and effects of powder coating activities on fellow employees and the workplace;
- Experience of working to production targets;
- Able to maintain accurate job tracking records;
- Experienced with a variety of painting tools and equipment and knows how to get the job done quickly and in a safe manner;
- Knowledge of the imperfections/defects that may occur during painting and their causes.

COMPETENCIES:

Stamina: Due to the nature of the role you will be on your feet for long periods of time.

Strength: Ability to lift and hold heavy pieces of metal during the fabrication/weld process.

Concentration: Give your attention fully to a project for long periods of time. Able to remain committed to your work and ensure all aspects are completed correctly.

Safety Awareness: Aware of the safety standards required within the industry for protection of yourself and others.

Detail-Orientation: Very detail-oriented when completing a project, are thorough in the work and do not overlook anything that could have larger, unwanted effects.

Customer Service Skills: Excellent customer service skills and can meet the needs of clients and work well with other staff.

Manual Dexterity: Working with your hands, it is crucial that they are steady during the welding process with good hand-eye coordination.

Good Eyesight: Sharp vision and able to see intricate details in a work area.