

# Finishing Line (Painting & Shotblasting) Team Leader

## Essential Person Requirements

- The ability to hit deadlines and achieve daily production schedules. In busy periods this may involve re-prioritising tasks throughout the day.
- A genuine passion for aesthetics and quality finished products, understanding how it is a crucial part of ensuring on specification delivery to our customers.
- Ability to follow company quality, environmental and safety standards and procedures.
- Excellent interpersonal skills – motivate, engage and monitor work output.
- Articulate and able to communicate professionally and politely to all levels within the organisation and work with other teams as required.
- Champion and demonstrate our company behavioural values: Cooperation, Respect, Honesty, Positivity, and Proactivity.
- Able to problem solve and work to tight deadlines.
- Must be able to work as part of a team in a fast paced environment, and be physically able to cope with typical factory duties including manual handling loads around 15 - 25kgs.
- Experience of wet-spray painting and shotblasting of metal.
- A valid Counterbalance FLT license is highly desirable, but full training will be provided.
- A valid Overhead Crane license is desirable, but full training will be provided.

## Primary Responsibilities

- Overseeing and working within the Finishing Line function day-to-day.
- Responsible and accountable for the Finishing Line Team and their work quality and work output.
- Responsible for the routine upkeep, maintenance and cleaning of your functions workspaces and plant and equipment.
- Responsible for the functional (on the job) safety of yourself and your Finishing Line Team. Ensuring you and your team adhere to all Policies, Risk Assessments, Method Statements and Safe Systems of Work.
- Attend the morning Production Meeting and represent your function. Following which you will hold a meeting with your Team and relay pertinent information and issue the day's work.
- Achieving production timescales and production rates, whilst reducing re-work (right first time).
- Learning and then maintaining your skills to be able to competently and confidently conduct painting and shotblasting activity in order to to act as backup to your team members to cover absence, sickness or holidays.
- Quality stamping all component Works Orders and any additional project documentation for products inspected and confirmed as meeting product quality procedures or project specifications.
- Responsible for regular stock takes and managing stock levels of all consumables and PPE within your function e.g. paint and blasting visors, ensuring minimum stock levels are always maintained. Re-ordering lists should be given to the Purchasing & Goods Inward Supervisor in good time for reordering.

- Conducting quality inspections of painted components against product quality procedures and specifications, ensuring conformity before components are dropped from the finishing line and put into the Warehouse.
- Ensuring components are inspected after shotblasting and any obvious visual weld defects are reported back to the Welding Supervisor for remedial action.
- Planning any required overtime to achieve future production schedules (subject to Operations Director approval).
- Guiding, coaching and developing staff skills within the Finishing Line function and supporting staff to facilitate retention of personnel. This includes training staff to provide suitable cover during any holiday periods or unexpected absences due to sickness etc. Reporting any personnel management issues or HR issues to the Business Systems & HR Manager or Operations Director who will oversee.
- Provide suggestions and help support a culture of continuous improvement and a reduction in defects, non-conformity and wastage.
- Responsible for the daily housekeeping and maintenance checklist for the paint pumps, guns and paint lines.
- Responsible for the regular chemical dosing of the paint booth basin, daily removal of paint scum and regular clean out of any solid paint from within the basin.
- Responsible for the monthly safety inspection of the monorail system, ensuring there is no visual damage or defects and all bolts and brackets are secure and undamaged. Reporting any issues to the Operations Director.
- Maintaining a safe, clean and organised working environment and tools, working to Company Quality, Safety and Environmental System requirements.
- Storing, handling and using any chemicals or gasses in accordance with Safety Data Sheets, CoSHH and DSEAR Assessments.
- Responsible for ensuring any flammable chemicals not in immediate use e.g. paint, touch-up spray, lacquer etc are stored in the Yellow CoSHH Fire Safety Cabinets.
- Reporting any unexpected plant or equipment failures or any safety concerns, accidents or near misses, to the Business Systems & HR Manager or Operations Director.
- Ad-hoc duties to assist the Operations Director, Welding Supervisor or Business Systems & HR Manager with the smooth running of the factory and any associated plant and equipment as required.

## Role Specifics

- *Availability: We are recruiting an experienced Team Leader to lead our Finishing Line Team.*
- *Location: Factory Based - Holton Heath Trading Park, Poole.*
- *Salary: £26,000 - £28,000 Dependent on Relevant Experience (approx. £12.50 to £13.50 p/h).*
- *Working Hours: Monday to Thursday 08:00 to 17:30. Friday 08:00 to 13:10 (total of 40 hours per week). Overtime available.*
- *Holiday: 20 days pro-rata plus the Christmas Shutdown period and UK Bank Holidays.*
- *Facilities: Free on-site car, motorbike and bicycle parking. On-site shower and changing facilities. Tea and coffee provided to all staff.*
- *DIS Benefit: Group life cover provided to all employees.*
- *Socials: Monthly Summer BBQ's with a range of food provided to all staff.*
- *Cost of Living: Periodic cost of living salary reviews for all employees.*
- *Health: Annual occupational health surveillance and monitoring for relevant staff.*

- Well-being: *Independent employee assistance programme (EAP). Eye-care vouchers for relevant staff.*
- Company Profile
- We are an innovative Engineering Design and Manufacturing company, based in Poole. Established in 2002, we have transformed into a leading global brand and the premium supplier within our heavy lifting specialism. Known as technical experts and a versatile supplier, we serve many key global sectors and industries such as Wind Energy, Nuclear, Construction, OEM, Marine and Offshore Oil & Gas. Our products are delivered through a number of different channels, such as: direct end user, resellers, rental partners and a strong distribution network.


## The Team

- We are incredibly passionate about who we are and what we do. We want to be more than just a supplier, we are a technical expert partner to our customers. The lifting industry is a complex, specialised and demanding environment to operate in, constantly driving us to be the very best we can be - it keeps things very interesting!
- Our team is the essential foundation, to support the exciting growth and on-going development of the business. The success of our team is driven through our total commitment to our shared behavioural values: Cooperation, Respect, Honesty, Positivity, and Proactivity. This allows us to boast a working environment that is driven, supporting, fun and friendly.

## Application

- This role is based in our factory in the UK. Therefore, to be considered candidates must hold the Right to Work in the UK. We are not offering overseas visa sponsorship for this role. Remote working is not available for this role.
- We're professional people, looking for like-minded individuals, therefore we expect a professional application. For an application to be considered, an up-to-date CV must be submitted, supported by a covering letter.
- Please read the essential requirements before applying. Unfortunately, due to the volume of applications we receive, only candidates successful in passing to the next stages of the application process will receive further contact from us.
- Job Types: Full-time, Permanent
- Salary: £26,000.00-£28,000.00 per year
- Benefits:
  - Free parking
  - Life insurance
- Schedule: Monday to Friday
- Overtime
- Ability to commute/relocate: Poole, BH16 6FL: reliably commute or plan to relocate before starting work (required)
- Experience:
  - Wet-Spray Painting: 2 years (required)
  - Heavy Manual Handling: 2 years (required)
  - Shotblasting: 1 year (preferred)
- Licence/Certification:
  - Counterbalance Forklift Truck Licence (preferred)

If this role sound like you, and you're interested in registering your interest, you can do



so by sending your CV and a supporting covering letter to our HR Manager  
via [tom.sturt@modulift.com](mailto:tom.sturt@modulift.com).