



Production Operative

Reporting to: Manufacturing Cell Leader

Location: Factory floor based. Office location TBC at SAM, Newpark Industrial Estate, Antrim, BT41 2RU

Job Summary

As a Production Operative, you will be an integral team member in the manufacturing of moisture resistant primed and wrapped MDF moulding in order to meet the demands of the construction and home improvement industries and striving to achieve optimum levels of machine efficiency, output and product quality.

Main Responsibilities of the Job

All aspects of the manufacturing process with regards to machine set up, machine operation, completion of quality and processing checks through to final cleaning in line with standard operating procedures.

Following a production schedule to achieve the time scales set and quality standards expected.

Complete all relevant documentation accurately and efficiently.

Working towards daily efficiencies.

Maintain a safe, neat and tidy working area in line with 5S Housekeeping standards

Contribute to a successful team

Participate in the implementation of improvement initiatives

Compliance of the SAM policies and procedures

Take part in meetings/teams/projects as required

Co-operative with fellow team members, and members of staff and management

Carry out all other duties as required

Personnel Specification

Essential Criteria	
Education	Basic level of education
Experience	Previous experience in a similar manufacturing environment Relevant and recent machine operation experience Experience following a production schedule.
Special Skills	Fluent in written & verbal English Excellent numeracy skills. Good manual dexterity skills Excellent attention to detail Good communication skills You need to display the company values. The ability to work as part of a team
Circumstances	Have a willingness to learn Flexibility to work overtime as and when required Reliable Possess a positive attitude towards work with a strong work ethic
Desirable Criteria	
Experience of lathes, saws, mills, moulders & spindle moulders, working with wood/MDF, profile wrapping	

Key Terms & Conditions

Contract Type	Full Time, Permanent Contract. 6 months probationary period applies.
Hours of work	Day Shift: 4 day = 42 Hours per week, exclusive of break times, Mon – Thurs 7.00am – 6.30pm 5 Day= 42 Hours per week, exclusive of break times, Mon – Thurs 7.00am – 4.45pm, Fri 7.00am – 1pm Night Shift: 44 hours per week, exclusive of break times, Mon to Thurs nights, 7pm to 7am Weekend Shift: 29.3 hours per week, exclusive of break times, Fri – Sat 7am – 6.30pm & Sun 7am – 4pm
Salary range	£7.20 - £9.04 per hour (Depending on training level) 20% shift allowance will apply for Night Shift 33 % Shift allowance will apply for weekend shift <i>Payment is made weekly by BACS transfer</i>
Pension	3% employer contribution on all basic hours worked 3% employee contribution is mandatory for employer contribution
Holiday Entitlement	5.6 weeks inclusive of all statutory holidays and factory closures.
Healthcare Package	Westfield Healthcare Level 1 cover for the employee : Available after 6 months and covers the employee's children under the age of 18. Non-contractual and fully funded by the company.
Life Assurance Package	£10,000. Available after 6 months service. Terms and conditions do apply.
Bonus Scheme	"Profit share" and "Customer Satisfaction" bonuses apply. Non-contractual, profit share paid monthly, customer satisfaction is paid annually