



# Houghton International

Electro mechanical innovation

## Recruitment Pack



### EMS Winder

Salary: £12.71 - £14.07 per hour depending on experience

Reports to: Head of EMS

Contract Type: Permanent

Division: EMS

## About Houghton International:

Houghton International improves the performance of electro mechanical assets around the world. We use our technical expertise to work with customers to solve their problems offering a high-quality repair and maintenance service for motors, generators, pumps and all electrical rotating equipment.

Within the business we have hundreds of years of knowledge and experience across a range of sectors including rail, industrial and power generation. We are innovative, flexible and responsive to customer's needs, continually exceeding industry standards and customer expectations. As the world continues to electrify and the demand for power rises, our products and services will become even more valuable and our business will continue to grow, we are working towards a target revenue of £20million by 2020/21.

We recognise that people are our most important asset. We have a highly skilled team that successfully combines youth with experience and we invest in our people to be 'the best in the world at what we do'.

We employ for attitude and train for skill and our industry leading training programme is award winning. We aim to be the employer of choice for talented people across the whole of the North East, providing opportunities to develop and supporting our employees to achieve their goals. In return we expect commitment, a total focus on our customers' needs, flexibility to meet deadlines and dedication to our quality process.



## OUR MISSION, VALUES AND PRINCIPLES

### OUR MISSION

To be the best in the world at what we do

### OUR CORE VALUES

 <p>We protect and develop our people to be the best</p>	 <p>We work as one team to deliver an exceptional customer experience</p>	 <p>We are open, honest and always act with integrity</p>	 <p>Innovation drives our business</p>
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### OUR PRINCIPLES

 <ul style="list-style-type: none"><li>Maintain a healthy and safe working environment</li><li>Invest in the development of our people</li><li>Share success with the team</li><li>Hire for attitude; train for skill</li><li>Treat everyone with fairness and consistency</li></ul>	<ul style="list-style-type: none"><li>Quality is everyone's responsibility</li><li>Always understand what the customer wants; internal customer included</li><li>We respect our colleagues and our working environment</li><li>24/7 complete flexibility: we are always there when we are needed</li></ul>	<ul style="list-style-type: none"><li>Admit when you are wrong and learn from it</li><li>Focus on what is right; not who is right</li><li>Communicate with customers, suppliers and colleagues on a timely basis</li><li>We make profit ethically and with integrity</li><li>Set transparent performance metrics</li></ul>	<ul style="list-style-type: none"><li>Commit to continuous improvement</li><li>Question the status quo – always ask why</li><li>Encourage creativity</li><li>Strive for perfection</li><li>We can solve any problem</li></ul>
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everyone matters

## **Are You:**

- Self motivated, a team player and can take initiative in prioritising own workload
- Interested in a varied opportunity
- Someone who enjoys delivering professional and high standards in a fast paced environment

## **Would you like to be part of a team that:**

- Is striving to be the best in the world at what we do
- Is multi skilled, working on a range of equipment including motors, generators and pumps
- Works across a range of sectors and markets globally carrying out work both in house and on site
- Develops innovative solutions and market leading products
- Provides a 24/7, 365 emergency repair service
- Exports to over 28 countries world wide
- Has an industry leading, award winning, training and development programme
- Supports companies such as Rolls Royce, Siemens and ABB to develop cutting edge power generation technology
- That is highly skilled, and customer focused with innovation at its core
- Invests in apprentices and training across the business to support business growth and personal development.

If so, then read on to find out more about the EMS Winder role and how it supports our strategic business objectives.

### **Job purpose: EMS (electro-mechanical) Winder**

Due to continued business growth we have an opportunity for an experienced Winder to join our growing EMS team. The successful candidate will work as part of a team to deliver an exceptional repair, maintenance and life extension service to our diverse customer base.

This role is workshop and site based and will support the growth of the business by exceeding customer expectations at all levels and supporting the business to be the best in the world at what we do.

### **EMS Winder duties and responsibilities:**

- Stripping and winding of 3 phase motors with soft coil winding
- Strip and detail three phase connection and coils data
- Make former sizes and wind off coils for stripped stator
- Identify cause of fault to winding eg. Loss of phase
- Use a megger and ohm meter
- 0 to 15KW winding from strip stator to final test of windings
- To confer and assist with other workers in changing gear ratios of winding drive mechanism, using hand tools, and setup specifications
- To take responsibility for cleanliness of the workshop ensuring all work areas and facilities are clean and tidy
- Build strong professional relationships to identify opportunities for new and existing business; informing the sales team of potential business.
- To undertake the analysis of the mechanical and/or electrical work required to repair the equipment to specification or other instruction
- To assess whether the equipment is beyond economical repair to the divisional team manager in all aspects of the job
- Regular contact and report to the divisional team manager in all aspects of the job

### **Typical qualities of the successful candidate will include:**

- Previous experience of working within a similar role or safety critical working
- Experience in winding of soft coil and pre-form winding, slip ring motors and high voltage winding
- Previous experience of use of baker test equipment or equivalent
- A good standard of education including English and Maths (minimum A-C grade in Maths and English GCSE)
- Served a recognised apprenticeship or can demonstrate relevant experience
- Professional approach
- Being a team player with good communication skills
- Proven ability to meet deadlines and taking responsibility for key deliverables
- Attention to detail and being able to work on their own initiative
- Full UK driving Licence

### **Working pattern conditions:**

Based at our head office in Newcastle upon Tyne. Standard working hours 8am to 4.30pm Monday to Friday and 8am to 3.30pm on a Friday. Salary depending on experience, with opportunity for progression.

### **Working at Houghton International**

At Houghton International 'everyone matters' and in return for our employees' commitment and hard work everyone enjoys a range of benefits additional to their salary so that everyone can continue to share in the company's continuing growth and ongoing success.

As a Houghton International employee, you benefit from:

- Contributory pension scheme – above standard minimum
- Income protection insurance – to supplement SSP should you be unable to work
- Death in service insurance – 2 x annual salary to a beneficiary of your choice
- Training and personal development programme – Individual PDP plans
- Holiday buy/sell – option to buy or sell up to 5 days holiday for added flexibility
- Cycle to Work Scheme
- Gym Membership
- Pure card – discounting shopping
- Sharing Success Scheme
- Staff recognition and engagement – quarterly awards
- Health Assessments – ongoing health surveillance to improve wellbeing
- Social events – opportunities to celebrate success as a team



Houghton International is a growing business, having grown 25% year on year for the past 3 years, that operates across a diverse range of sectors. Our employees have a wide range of skills including engineering, manufacturing, fitting, winding, operations support, administration and sales to support our customers and meet their delivery requirements.

Innovation is at the heart of our business and we have a genuine problem solving approach to all aspects of delivery, working flexibly with customers to improve the performance of their machines and coming up with solutions to their issues.

Working alongside our skilled and experienced teams, some of whom have worked here for over 30 years, we offer valuable training and real progression opportunities combined with a varied and engaging work load in a safe and friendly environment.

Apply now to be part of an innovative and growing SME that values its employees and reinvests in the business to secure its long term future, sharing its success as it grows.

Forward your CV to [careers@houghton-international.com](mailto:careers@houghton-international.com) and tell us why you would like to be considered for this role.