



Houghton International

Electro mechanical innovation

Recruitment Pack



Mechanical Fitter

Salary: £12.27 - £14.38 per hour dependant on experience

Hours: 39 hours

Reports to: Supervisor/Head of Department

Contract Type: Permanent

Division: Rail/EMS/Pumps

Consideration will be given to candidates from all backgrounds of industrial fitting and to semi-skilled Mechanical Fitters.

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"> • Maintain a healthy and safe working environment • Invest in the development of our people • Share success with the team • Hire for attitude; train for skill • Treat everyone with fairness and consistency 	<ul style="list-style-type: none"> • Quality is everyone's responsibility • Always understand what the customer wants; internal customer included • We respect our colleagues and our working environment • 24/7 complete flexibility; we are always there when we are needed 	<ul style="list-style-type: none"> • Admit when you are wrong and learn from it • Focus on what is right; not who is right • Communicate with customers, suppliers and colleagues on a timely basis • We make profit ethically and with integrity • Set transparent performance metrics 	<ul style="list-style-type: none"> • Commit to continuous improvement • Question the status quo – always ask why • Encourage creativity • Strive for perfection • We can solve any problem
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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, exciting 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
- Driving business growth and development to achieve a turnover of £20 million by 2020
- Expanding into new sectors and markets globally
- Increasing market share year on year
- Develops innovative solutions and market leading products
- 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 Fitter role and how it supports our strategic business objectives.

Job purpose:

Due to continued business growth we have an opportunity for additional fitters to join our growing team. The successful candidate will work with the fitting supervisors, team leaders and wider fitting team to assist and deliver on all the mechanical products that require serviced or repaired. The ideal candidate will carry out all aspects and process of the service and repair of rotating electrical machinery from the dismantling and inspecting of the product to the reassembly and testing.

Main Responsibilities:

- Overhaul, service and maintain electrical rotating machinery
- Dismantle and assemble traction motors
- Electrically test armature and stator windings and other associated components
- Mechanically and dimensionally check shaft journals, machined surfaces and bearing housings
- Clean and paint parts
- Light test run traction motors
- Populate associated paper work and route cards
- To ensure all product meets the quality & delivery requirements of the customer.
- To ensure all work is carried out in accordance with individual work specifications.

- Carry out all planned work set out by your supervisor at daily briefings and in the specific time scale set.
- Work with supervisor and team leader to maintain and enhance process flow improvements to every aspect of the business unit's work types.
- To ensure your work area is clean & tidy.
- To ensure you abide by all H&S rules & regulations.
- To ensure all paperwork is completed to the required standard.
- Ad hoc duties as required to meet business demands

Behaviours

- Live by the company's values and support the vision by ensuring these are demonstrated to the department in your daily working, this includes acting in a professional manner at all times
- Maintain and develop corporate image and professional reputation at all times.
- Team player with good communication skills and should be able to work with a mixture of staff and customers at various levels.
- Proven ability to meet deadlines and will need to take responsibility for key deliverables
- Must have attention to detail and be able to work on their own initiative
- Proven commitment to change and continuous improvement
- Willingness to take on tasks that may be outside their normal set of responsibilities
- To act on any reasonable request of you by your supervisor to achieve the Business unit and customers' requirements in a timely and controlled manner.

Typical qualities of the successful candidate will include:

	Essential	Desirable
Qualification: <ul style="list-style-type: none"> • Time served apprentice in mechanical engineering • 5 x GCSEs • BTEC ONC mechanical or equivalent • BTEC HNC mechanical or above 	 √ √	 √ √
Key skills/knowledge: <ul style="list-style-type: none"> • MPI – PCN Level 2 accredited NDT inspector • Time served turner/machinist • Coded MIG welder • Can carry out both mechanical fitting and rewinding of electrical motors • Knowledge of electrical hydraulics & pumps & AC/DC motors 		 √ √ √ √ √ √
Competencies/behaviours: <ul style="list-style-type: none"> • Full clean driving license 		 √

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
- Staff recognition and engagement – discretionally bonus and quarterly awards
- Health Assessments – ongoing 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 and tell us why you would like to be considered for this role.