



Houghton International

Electro mechanical innovation

Recruitment Pack



Electrical/Mechanical Fitter

Salary: Depending upon experience
Reports to: Head of Rotating Machines
Contract Type: Permanent
Department: Rotating Machines

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 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.

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 North East and beyond, 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 style="text-align: center;">We protect and develop our people to be the best</p>	 <p style="text-align: center;">We work as one team to deliver an exceptional customer experience</p>	 <p style="text-align: center;">We are open, honest and always act with integrity</p>	 <p style="text-align: center;">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 and a team player who can take initiative in prioritising own workload?
- Interested in a varied opportunity to work on a wide range of rotating machines?
- 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 driving business growth and development
- Is expanding into new sectors and markets globally
- Increases market share year on year
- Develops innovative solutions and market leading products
- Exports to over 30 countries worldwide
- 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
- Is highly skilled and customer-focused with innovation at its core
- Invests in apprenticeships and training across the business to support business growth and personal development.

If so, then read on to find out more about the Electrical/Mechanical Fitter role and how it supports our strategic business objectives.

Job purpose:

Due to continued business growth we have an opportunity for experienced electrical and mechanical fitters to join our growing 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.

At Houghton International no two days are the same. We operate across a range of sectors, from transport to power generation, working with some of the biggest names in industry and market-leading companies in fast-developing sectors such as renewables and manufacturing. Our fitters work with a range of rotating machines of all shapes, sizes and applications, and our diversified approach to business helps ensure a strong pipeline of work, providing stable prospects and long-term job security.

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.

Duties and responsibilities:

- Dismantle customer equipment using the appropriate tools and techniques
- Undertake the analysis of the mechanical and/or electrical work required to repair the equipment to specification or other instruction
- Assess whether the equipment is beyond economical repair and to ensure in this eventuality that the customer is informed
- Promote a professional and positive work ethos at all times whilst ensuring all work is carried out in a safe timely and economical manner.
- Ensure all activities meet and integrate with Houghton International and their customers health and safety, legal, cultural, environmental policies and procedures
- Maintain and promote the vision, values and mission of the company showing at all times a commitment to continuous improvement
- Ensure paperwork is complete to the required standard
- Take responsibility for own personal development
- Willingness to take on tasks that may be outside their normal set of responsibilities

Typical qualities of the successful candidate will include:

- Previous experience of working within a similar role or safety critical working
- 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 license is desirable

Working Pattern Conditions:

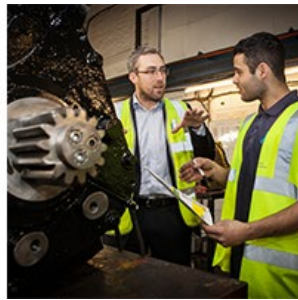
Based at our facility in Newcastle upon Tyne. Standard working hours 8am to 4.30pm Monday to Friday and 8am to 3.30pm on a Friday. Salary depending on experience, with opportunity for progression. There is a requirement to work away from home as and when required.

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 – discretionary 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 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 workload 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.