

**JOB TITLE:** Plumber

**DEPARTMENT:** Operations

**REPORTS TO:** Works Officer

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**Liaison with;**

Internal: Field crews, operations team leaders, operations coordinators, stores and safety coordinator.

External: Suppliers and Customers

**Responsible for;**

Completion field activities on time and in full within construction and safety standards.

**PURPOSE AND SCOPE OF ROLE**

To optimize execution of field work and activities to ensure successful achievement of daily, weekly and monthly objectives and targets of the Section

**KEY DUTIES PERFORMED/ RESPONSIBILITIES**

**Leadership Competencies**

- Demonstrate high discipline and professional standards at the workplace.
- Support On-going on-the-job coaching of new field team members to ensure new members perform to the full expectations of their role profiles.
- Support to maintain a culture of high performance and teamwork within the field crews
- Develop a clear understanding of individual roles and objectives, how the individual roles and objectives are inter-related and inter-dependent and more importantly the importance of delivering team results.

**Management**

- Support to ensure that the field crew is running at optimum efficiency and effectiveness through regular reviews and improvement of field crew's field execution, work plans and results.
- Support to ensure the field crew set up in the mornings is effective and efficient and that the crew departs the office compound for field duties by 8.15am on a daily basis.
- Support to ensure the vehicle checks process is implemented in full and on time on a daily basis before the field crew departs for field duties.
- Support to ensure the field crew members are proper PPE and field uniforms on a daily basis
- Support to ensure that tools check process is implemented in full and on time on a daily basis before the field crew departs for field duties on a daily basis.
- Support to ensure on time and in full delivery of daily, weekly and monthly targets to standard operating procedure specifications, design standards and safety guidelines.
- Support to ensure correct and accurate reporting of field activities and results

### **Technical and Operational**

- Complete daily work plans on-time-in-full within construction standards and SOPs.
- Conduct the daily safety checks and implement mitigating actions before each field activity.
- Conduct the daily work planning for each field crew for each field activity.
- Conduct the daily compliance to construction standards and field SOP for all field activities.
- Conduct the daily tools, vehicle and PPE checks.
- Conduct the daily documentation of field activities and reports.
- Conduct the daily supervision of field activities.

### **Relationship And Networking**

- Network and liaise with other field crews to improve field crew performance on a daily basis.
- Support the implementation of the daily safety checks and implement mitigating actions before each field activity.
- Support the implementation of the daily tools, vehicle and PPE checks.
- Support the implementation of the daily documentation of field activities and reports.

### **Relationship And Networking**

- Network and liaise with Operations, Works Officers, Team leaders, Coordinators and other field crews to improve field crew performance on a daily basis.
- Liaise with stores to ensure all materials required for the daily field activities are ready on time.
- Liaise with customers in the field to better understand customer requirements
- Proactively support teamwork across departments within the Operations Division

### **SELECTION CRITERIAS**

- Demonstrated working knowledge and ability to read and understand maps and instructions
- Demonstrated working knowledge on plumbing, metal works and fabrications.
- Demonstrated working knowledge on reporting writing and filling up field report templates.
- Demonstrated ability to work on own without constant supervision
- Demonstrated leadership and management competencies in leading and managing or supervising field crews
- Demonstrated ability in planning, monitoring and evaluation of field work plans
- Demonstrated working experience in a policy environment to deliver against expected outcomes.
- Working knowledge and skills on water supply sewerage infrastructure operations and maintenance.
- Proven experience in team work both as a field crew leader and a team member and the ability to develop effective field crew teamwork.

### **QUALIFICATION**

Trade certificate in plumbing (SINU)

## **EXPERIENCE**

Minimum of 2 years field work experience.

## **SKILLS**

### **Technical Skills**

- Plumbing
- Pipe laying
- Pipe repairs and maintenance
- Field work reporting
- Job Safety Assessment and Take 5.
- Traffic management.
- Water Quality Standards
- Field work planning
- Problem analysis and solving

### **Moving forward skills**

- PE welding
- Field Crew Leadership.
- Field Crew Management
- Customer Service requirements.
- Project Management
- KPI Performance Management.
- Communications and Negotiations.
- Conflict resolutions

### **Core competencies**

- Water Quality Standards.
- Field work safety & Risk Management.
- Customer Service requirements
- Field Crew Leadership.
- Field Crew Management
- Plumbing
- NRW Reduction SOP and processes.
- Field work planning and implementation.
- Team Work and supervision