
Welder First Class

Position Title – Welder First Class

Location: Various Workshops – NSW (Australia)

Reports to: Selection Supervisor or Leading Hand

Position Purpose

Undertake trade and associated work activities within competence and training as directed including but not limited to metal fabrication, welding and installation of steel structures, equipment and machinery etc. and maintenance works within the Unanderra and Tomago workshop and associated sites.

Our Values

We have four core values that we ask our employees to observe, act on and deliver.

- Personal safety leadership - We display personal safety leadership each and every day. We believe all injuries are preventable. We act to ensure the health, safety and environmental wellbeing of our customers, the public and ourselves.
- Care & empathy - We show care and empathy for the people around us; our employees, customers and the communities we work in. We respect everyone's contribution by working together to achieve common goals and project outcomes. We believe that everyone comes to work wanting to do a great job. We are prepared to ask, "R U OK?" if our colleagues are performing differently.
- Customer service - Our people display what we like to call good old-fashioned customer service. We imagine how we would like to be served, if we were the customer. We do what we say we are going to do.
- Diversity, inclusion & equality - We seek a workforce that is representative of the communities we work in. We strive for a team that reflects a diverse society in consideration of culture, gender, age, sexual orientation and abilities. We recognise the value and importance of attracting, engaging and retaining employees with different backgrounds, experience and perspectives. We aim to create a safe and inclusive environment, where people are treated equally and are free of all forms of discrimination.

Key Accountabilities

- Ensure work performed is carried out in accordance with company standards
- Maintain appropriate documentation, in accordance with company and legislative requirements
- Ensure all work is performed safely (including equipment and tools used) in compliance with company and legislative requirements
- Provide appropriate controls for material and physical security on site
- Implement and maintain appropriate environmental controls.
- Carry out machining and fitting operations according to client drawings and Australian standards

Key Performance Indicators

- Demonstrated commitment to corporate values
- Meeting or exceeding pre – determined targets and standards of;
 - A. Service timelines (on schedule)
 - B. Service quality (consistent with specification/design)
 - C. Services safety (nil injuries or compliance breaches)
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Scope of Role

- Delivery of trade services
- Hands – on position
- Workshop and site duties

Reports (Direct and Indirect – approximate)

- Apprentice/ Trainee Tradespersons

Position Authorities

- To do what is necessary in an unsafe situation to mitigate risk and ensure the safety of all personnel.

Key Competencies

- Safety Focus- takes an active role in safety management of work group
- Customer Focus – Regularly talks to customers to understand their issues and expectations
- Initiative – Anticipates future and takes action to create an opportunity or avoid a future crisis
- Achievement Orientation – continually looks for opportunities to improve organisational performance.
- Teamwork and Cooperation – Effectively communicates operational objectives to apprentice / trainees.
- Coaching – finds time for direct reports, working with them to identify what is expected, how they are going, and what they can do to improve performance.

Qualifications & Experience

Experience

Essential.

- Ability to work in a small team with varying levels of supervision
- Good written and verbal communication skills
- Class C drivers' license
- FCAW and GMAW experience must be able to pass UT inspection.
- Relevant Trade qualifications – Certificate III Fabrication, Boilermaking/Welding or similar with minimum 4 years post trade experience.

Desirable

- Possession of industry induction/ certification/licenses
 - Knowledge of and commitment to EOO, OHS&E policies and procedures.
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Recruitment
notes on skills
to look for

Be able to prepare and repair steel and other metal products and such as structural steel beams bridges gantry's tanks silo's utilising the following skills.

- Metal fabrication
- Forming and shaping techniques
- Structural steel erection
- Interpretation of drawings
- Welding and understanding weld procedures
- Sheet metal work
- Mechanical and thermal cutting
- Be able to understand instructions to carry out task
- Produce quality workmanship
- Arc welding

Welders should be able to conduct various types of welding including, Stick, Mig, Tig and Flux Core Arc passing UT testing.

Fabricators should also understand how to read, interpret and build schematics and shop drawings by cutting, shaping and welding steel (and other materials)

Types of Welding Processes

There are four main types of arc welding processes. These are termed Stick Welding (SMAW) MIG welding (GMAW) TIG welding (GTAW) and flux Cored Arc Welding (FCAW). In this post we will be taking a closer look at these four processes.

1. STICK Welding (SMAW)

Stick welding is the simplest form of welding. This technical term here is Shield Metal Arc Welding, abbreviated to SMAW. Historically, it has also been known as Manual Metal Arc Welding (MMAW). The “stick” is the slang name derived from one of the materials used in the process, through a flux coated welding electrode. The coating ensures that the weld zone is not exposed to air while the rod is melting. This method is relatively cheap and compatible with most metals. SMAW is widely used in a number of applications i.e. construction sites, workshops, shipyards, pipelines, farm repairs DIY etc.

2. MIG Welding (GMAW)

Gas Metal Arc welding, generally referred to as MIG, is an arc welding process whereby an electric arc forms between a consumable MIG wire and the work piece which heats these materials causing them to melt and form a molten metal puddle which joins together, the heat zone is blanketed with a shielding gas which shields the welding puddle from atmospheric contamination. MIG is a simple, fast and widely used process and would be recommended to start with if you are new to welding.

3. TIG Welding (GTAW)

Gas Tungsten Arc Welding, generally referred to as TIG, is an arc welding process that uses a tungsten electrode to deliver the electric current to the weld pool. This process also requires a shielding gas, generally Argon, in order to protect the weld metal from atmospheric contamination. The TIG process requires a lot more experience and can also be rather challenging for the inexperienced. GTAW is commonly used to weld the sections of stainless steel and non – ferrous materials (e.g. aluminium, magnesium and copper alloys)

4. Flux Cored Arc Welding (FCAW)

FCAW welding also referred to as flux cored welding is a semi- automatic process. FCAW requires a continuously fed consumable, tubular electrode which contains flux. A constant voltage power supply or less commonly a constant current power supply is also required along with an externally supplied shielding gas which shields the weld metal from atmospheric contamination, not all flux cored wires can run without gas therefore it's recommended to refer to the manufacturing data sheet for the welding wire being used. Common applications for FCAW are welding, construction, heavy fabrication, earth moving, shipyards.

Other Notes

Note for recruiters; Most welders are like artists, they regularly photograph their work or keep pictures or designs they have made. An easy way to see a person's skill sets with regard to welding proficiency is to ask the candidate to produce photos of the things they have made. **This is a requirement in the application of all candidates for this role.**

Welding is a physically demanding job requiring people to lift, hold and crouch for long periods. Mechanical aids are used to avoid manual handling activities but there is a good level of fitness required for these roles.

Skills and competencies requirements for Visa approval.

1. Min work experience (per ATTC skills assessment Pathway 1)

- Non-licensed trade with no formal* training – five (5) years' work experience
- Non-licensed trade with formal* training – three (3) years' work experience
- *Formal training for a Pathway 1 is defined as an international qualification that was obtained as a result of study outside Australia and accepted as comparable to at least an AQF Certificate III level for a skilled occupation in Major Group III in ANZSCO
- Employment history must include 12 months full time, paid employment in the nominated occupation in the three years to lodging the application. Part time employment can also be counted towards the employment requirement, on a pro rata basis.

2. Min English test score (IELTS & PTE) or exemption clause

- IELTS (<https://ielts.org/>) score 5.0 in each component OR PTE (<https://www.pearsonpte.com/pte-academic>) score 36 in each component
- English test exemption: Completed at least 5 years of full-time study in at least a secondary level institution where the medium of instruction was in English, must obtain a verification letter from the school outlining the following details:
 - name and location of the institution/s
 - level of qualification/s
 - official transcript from the secondary and/or tertiary institution
 - number of contact hours per week in English
 - number of years of study