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| Job details |
| Job Title: Machine Operator - Compression moulding machine operator. | Department: Manufacturing |
| Reporting to (Title): Line technical operator. | Sub - Department: Production |
| Positions reporting to this job: None | Grade:  |
| Direct ReportsNONE | **Indirect Reports:**NONE | Location: Nyeri |
| Job Purpose |
| Maintain the assigned manufacturing equipment on top condition and/or perfectly set and operate it to achieve the pre-agreed production, quality, safety, health and environment targets.  |
| Responsibilities and Accountabilities |
| * Operating the Compression moulding machine efficiently & as per the respective operations manual to avoid breakdown and waste production.
* Ensure the assigned equipment is always on top condition by timely Performing autonomous, preventive, corrective and condition-based maintenance on it.
* Appropriately operate the assigned processing equipment as defined in respective machine operations manuals to avoid breakdowns and mal-operations that lead to waste of inputs and defective products.
* Perform and document root cause analysis of major failures of the assigned equipment during his/her shift.
* Take up stubborn equipment issues that occur during his/her shift with the Engineering team lead and/or the rest of senior department leadership to assist in resolution.
* Monitor and record critical process parameters as specified in the BMR and take the appropriate course of action to make necessary adjustments to ensure that intermediate and finished products meet prescribed quality specifications.
* Conduct pre-processing staging of equipment and/or raw materials for the batch start up as outlined in the BMR.
* Ensure safe work procedure is followed while operating manufacturing equipment.
* Remove materials not in use and/or waste generated during manufacturing and ensure a hazard free working area.
* Execute 5S on the assigned work area and be a champion for the same.
* Any other related duty as may be assigned from time to time.
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| Performance Details: OKR Areas - *(state the period targets and weightage)* --- 80% |
| * 90% Performance Ratio (10%)
* 90% Availability Ratio (10%)
* 100% adherence to Machine maintenance schedules (10%)
* 99.8% Material yield (10%)
* 100% material reconciliation (10%)
* 95% score on 5s and cleanliness (10%)
* Zero customer complaints from products processed during shift (10%)
* 0.493kwh/kg electricity consumption (10%)
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| Minimum Education, Experience and other desired attributes |
| * Certificate in Mechanical/Electrical/Mechatronics engineering or related discipline plus 2 years of experience operating and maintaining a similar equipment or Diploma in Mechanical/Electrical/Mechatronics engineering or related discipline plus 1 years of experience operating and maintaining a similar equipment.
* Organizational and team work abilities
* Troubleshooting and root-cause analysis
* Communication and interpersonal skills
* Self-motivated with a results-driven approach
* Problem-solving skills
* Working knowledge of OSHA, lean manufacturing, machine monitoring, process control, and good manufacturing practices
* Innovative.
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| Competencies and Attributes (Soft Issues --- 20%)  |
| * Integrity (4%)
* Communication (4%)
* Team Fit (4%)
* Work Ethics (4%)
* Dependability (4%)
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| Read, understood and agreed by (role holder): |
| Name of Jobholder:  | **Signature:**  | Date:  |
| Name of Supervisor: | **Signature:** | Date:  |
| Head of Department: | **Signature:** | Date: |
| People and Culture Representative: | Signature: | Date: |