



KERNOHAN

Role Description

POSITION TITLE	Fabricator/Welder
POSITION TYPE	Full Time, Permanent
REPORTS TO	General Manager – Operations via Team Leader
LOCATION	Nelson (and elsewhere as required)
DATE ESTABLISHED	May 2025

PURPOSE OF THE POSITION

To play a proactive role as a professional tradesman in the Kernohan team, successfully fulfilling customer demands. To demonstrate care for health & safety, quality, and customer care. To be a positive teammate. To adopt a forward looking, continuous improvement focus on Kernohan's key operations, systems, processes etc. To consistently have the best interests of the organisation, its staff, and customers at heart.

Fabrication Operations	• Work as part of the Kernohan team to ensure set goals are achieved (e.g., delivering on expected customer timeframes and budgets); if in doubt always seek support and guidance. • Demonstrate flexibility and capability in successfully using all required machines and equipment. • Utilise training and experience to successfully manage diverse on the job challenges individually and as part of a team – seek to successfully deliver quality workmanship every time. • Where there is a risk of standards not being met inform your manager at the earliest opportunity to agree an appropriate means to address. • Ensure the worksite is maintained in a safe, tidy, and hygienic condition. • Complete work outside of routine tasks as and when required e.g., during down times, to meet a desired productivity target.
Compliance & Standards - Health & Safety, Quality	• Ensure understanding and practical application of Kernohan's Health & Safety and Quality ISO systems, policies, and procedures in order to perform safely and successfully on the job. If in doubt seek guidance from an appropriate manager or team member. • Ensure understanding and practical application of all customer Health & Safety and Quality requirements – given the diversity of customers, industries and working locations always seek guidance if unsure. • Be willing to accept guidance and constructive feedback should opportunities for improvement be identified in understanding and application of Health & Safety and Quality standards. • Deliver all jobs in line with best practice quality standards in order to manage risk of non-conformance, rework, and failure to deliver on customer expectations. • Attend and be a positive contributor at any meetings related to Health & Safety or Quality.
Customer Service – Internal & External	• Act professionally at all times as a positive ambassador for Kernohan inside and outside the business. • Develop good working relationships and maintain regular lines of communication with fellow team members, managers, team members, contractors, suppliers, and customers in order to manage expectations professionally and consistently.
General	• Attend internal and external meetings as required – be an active contributor of information and demonstrate commitment to the team delivering the best service to internal and external customers every time.

Role Description

- Willingly undertake other projects and tasks in order to be a positive contributor to the overall success of the Kernohan team.

KEY RELATIONSHIPS

Internal:

- Team Leader (Fabrication)
- Team members
- Other Managers
- All other staff

External:

- Customers
- Suppliers
- Contractors

QUALIFICATIONS, SKILLS & EXPERIENCE

- A trade qualified welder preferred or alternatively 4 years or more professional experience.
- Experienced gain in a marine environment would also be extremely beneficial.
- Exposure to fitting, structural fabrication and working on different customer sites would be an advantage.
- Current Drivers Licence - Class One, mandatory.
- Current Drivers Licence - Classes Two, Three, Four, Five; Wheels, Track and Forklift Endorsements preferred.
- A good solid knowledge of welding techniques (with Flux Certification an advantage).
- A good working knowledge of machines, tools and equipment used in a workshop environment.
- Able to read and interpret engineering drawings.
- Genuine commitment to Health & Safety, Quality, and best practice operating standards – holds self-accountable to the highest of standards and will expect the same of others.
- High levels of ownership for a job well done – holds self to high standards and expects the same of others.
- Good planning and organisation skills – able to manage self successfully.
- Able to build trusted relationships at all levels; respected for being a reliable, high performing team member intent on delivering the best job every time.
- Able to make sound assessments when faced with potential risk e.g., health & safety, quality. Unwilling to compromise on standards and expose self, the team or company to levels of undue risk.
- A good decision maker when faced with operational challenges – able to successfully work through problems to meet the needs of customers, team members and the business.
- Intermediate level of computer literacy.
- A desire to be part of a continuous learning environment – willing to offer an opinion and encourage team members to do the same.
- High integrity and trust – able to fulfil diverse pieces of work under different umbrellas with Kernohan's best interests at heart.