

JOINER ROLE PROFILE

JUNE 2022

PURPOSE OF THE ROLE

Working for an historic Loughborough company on predominantly heritage projects, this role is to become a skilled craftsman who produces new wooden components, and restores old items for bell installations. These include smaller items such as wheels, rope-rollers and other specialist gear through to large timber bellframes and other structures, plus pattern-making and pattern repairs for our bronze and iron foundry. The work will involve some standard designs as well as bespoke handcrafting from a range of hard and soft timbers. The highest quality of finish is essential as these products are designed to have a lifespan of generations. The role is varied day to day and may have occasional site work in unique historical locations.

RESPONSIBILITIES

- Making and assembling hard and soft wood components to established designs
- Pattern making, setting and repairs for Foundry use
- Some freedom to design specific items where required
- Delivering bespoke joinery, including cabinet-making, louvre windows, boxes
- Contributing to the assembly of large bell installations

INTERACTIONS

This role is at an independent operator level and will work alongside two other Joiners and under the supervision of a Works Supervisor and the Production Director. The role is mostly internally focussed.

- Forming a small team of 3 where tasks are both individual and shared
- Collaborating with the Design Team to develop the best solutions for customers
- There will be regular contact from other parts of the production and operations teams to ensure timely coordinated completion of projects
- Some face to face interaction with customers who are visiting our site to watch their items being made
- Occasional work at customer sites (Churches and ecclesiastical buildings throughout the UK) including discussion with customers to achieve the best solutions/outcomes

WORKING ARRANGEMENTS

- 37.5 hours a week Monday to Friday. We operate flexible hours Monday to Thursday to allow an early finish on Fridays.
- Overtime paid at a rate of time and a third can be available but is not a requirement or expectation.
- The role is based at our foundry in Loughborough but some site working throughout the UK may be required.
- Salary in the region of £20,000 - £23,000 depending on experience plus pension, annual leave and sick leave all above statutory minimums.
- On the job training will be provided.



THE TYPE OF PERSON WE EXPECT WILL SUIT THIS ROLE

Technical knowledge and experience

- Some exposure to joinery, cabinet-making and bespoke furniture design to a high standard of finish
- Some experience in a range of workshop tooling and machinery, including hand tools such as planes, chisels and spokeshaves
- Experience producing accurate work to specific design tolerances
- NVQ 2 Carpentry (including Bench or Architectural Joinery) course or similar is highly desirable

Skills and Competencies

- Skills operating a range of woodshop tools and machinery
- Must be fit and able bodied enough to work in and around bell towers, installations and our site
- Is clear and concise in spoken English and comprehending written customer and job specifications, and demonstrates good numeracy to utilise measurements
- Works to deadlines and understands the importance of balancing time, cost and quality
- Confident to operate independently (once familiar with our work)
- Uses initiative and makes decisions to move activities forward (within the remit of the role)
- Able to represent the Company in manner, appearance and behaviour

Values and Motivators

- Passionate about the quality and finish of their work
- Enjoys having multiple activities happening at once
- Enjoys taking ownership and making things happen
- Enjoys occasionally varied work
- Keen to learn
- Passionate about working in a heritage industry
- Cares about the Company's reputation
- Interested in Churches and bells
- Always wants to deliver on promises to customers
- Prepared to travel occasionally to remote working locations

