

Vacancy				
Position Title	AC Engineer L1		Reports to (Position)	AC Manager
Department	450 - Cape Region		Reports to (Manager)	Arend Theron
Employment type	Fixed Term Contract		Vacancy reference no.	VCT-AFR-093
Location	Cape Town - Ndabeni		Advert Release Date	23-Jun-2014
Response deadlines	INTERNAL Applicants	30-Jun-2014	EXTERNAL Applicants	30-Jun-2014
Job Purpose	The main responsibility of the AC Engineer is to deliver value to the client through sustainable focused improvement initiatives and operational assistance based on increased asset management maturity.			
Key Performance Areas and Objectives (refer to PMS for standards required)				
Strategy			No. of sub-headings	0
1. Ensure you have a clear understanding of the company and your department's strategy. 2. Ensure all decisions / actions are in line with the strategy.				
Business Management			No. of sub-headings	0
1. Adherence to all group / company specific procedures / brand standards 2. Involvement in your own training and development. 3. Ensure adequate levels of engagement. 4. Demonstrate behaviour in line with company values 5. Correct use of ERP system 6. Assistance with invoicing				
Business Development			No. of sub-headings	0
1. Act as true Pragma ambassador (brand, professionalism). 2. Additional work opportunities at existing and potential clients are identified and passed on to sales. 3. Where required, input is given to assist with solution definition and scoping of new projects.				
Operations			No. of sub-headings	3
Refer to details in sub-sections				
KPA Sub Headings				
Service Delivery				
1. Deliver the "Pragma Way" 2. Successful implementation of the following Business Processes (BPs) at your client/s: 2.1 Work Planning & Control 2.2 Focused Improvement 2.3 Asset Management Improvement Planning 3. On Key/SAP Tools and relevant interfaces are used effectively in support of all clients. 4. Business Intelligence Tools (eg Business Warehouse reports) are used effectively to enable informed management decision-making at clients. 5. Contractor management (adherence to SLAs) and development. 6. Project management for contractors and in-house teams.				
Relationship Management				
Building long term relationships with clients so that they regard Pragma as their trusted partner for improving the performance of physical assets (applying the 7C's of consulting): 1. Client - Understand the problem 2. Clarify - What is really going on 3. Create - building the best solution 4. Change - make it happen 5. Confirm - make sure it has happened 6. Continue - make the change stick 7. Close - close but maintain the relationship				

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Project Management

ACC Services, project and training interventions are managed effectively and profitably, as defined in the client proposal and SLA or project plan agreed with the client.

Continual improvement identification and research in best practice methodologies, documentation and execution of improvement planning, RCA studies, continuous optimisation of activities and reporting, development, reviewing and maintenance of standard business procedures.

Job assignment, Contractor management, Job status tracking in SAP, Client liaison, project management, contractor development, meeting co-ordinator, KPI reporting and analysis, staff performance management, capacity studies, Maintenance schedule compilation and communication

HSSE Culture

No. of sub-headings

0

1. Accept full responsibility for compliance to all general HSSE requirements as stipulated in the Pragma employee "HSSE Code of Conduct".
2. Demonstrate support for the Pragma commitment and policy on HSSE (Making goal zero personal).
3. Participate in support of the 4 Golden Principles (comply, intervene, respect and re-use).
4. Accept and take full responsibility for any specific HSSE role that Pragma might require (formal appointment in writing).

Required Competencies

Competencies and Skills (Ability / Talent)	Knowledge (Learning / Comprehension)	Attributes (Strengths / Characteristics)	
<p>Competencies</p> <ul style="list-style-type: none"> Applied Learning Building Customer Loyalty Decision Making Planning and Organising Contributing to Team Success <p>Other skills</p> <ul style="list-style-type: none"> - Communication - Aligning performance for success - Coaching - Managing conflict - Building a successful team - Facilitating change - Initiating action 	<ul style="list-style-type: none"> - Sound knowledge of the methodologies, business processes and technology used by Pragma - Knowledge of continuous improvement practices and problem solving techniques - Basic TPM knowledge - Understanding of the Asset Management Improvement Program (AMIP) growth model facilitation process - Knowledge of standard asset management KPIs (definitions, use) and report development - Pragma problem solving/CI method (CI techniques like brainstorming, 6M and 5 Why) - EAMS: Pragma On Key or SAP PM module experience beneficial - Change Management knowledge - MS-Office (Word, PowerPoint, Excel, Outlook, Project) 	<p>Typical strengths</p> <ul style="list-style-type: none"> Arranger Communication Analytical Includer Activator 	<p>Adjectives</p> <ul style="list-style-type: none"> Adaptable Dependable Professional Organized Knowledgeable
		<p>Other</p> <p>Strengths:</p> <ul style="list-style-type: none"> - Focus - Deliberative - Responsibility <p>Adjectives:</p> <ul style="list-style-type: none"> - Consistent - Proactive - Observant 	

Required Experience and Qualification/s

Experience	Qualification/s
<ul style="list-style-type: none"> - B.Eng Degree: 0 - 3 years' strong engineering/maintenance/manufacturing experience in a manufacturing, civils, utilities and/or mining environment - N. Dip (Eng) B. Tech Degree: 1- 3 years' strong engineering/maintenance/manufacturing experience in a manufacturing, civils, utilities and/or mining environment 	<p>Essential for the post</p> <ul style="list-style-type: none"> - N6/T4/S4 diploma (Mech./Elec./Ind./Civil/Building Technology) <p>Preferred for the post</p> <ul style="list-style-type: none"> - B.Eng/B.Tech Degree (Mech./Elec./Ind./Civil/Building Technology/QS)

Preference	Preference will be given to suitable internal candidates in line with company policies.
Employment Equity	The company's employment equity plan and targets will be considered as part of the recruitment process.
Further Information	For more information or questions about the position you can contact Arend Theron at arend.theron@capetown.gov.za

How to apply	If you meet the minimum requirements as indicated above and you strive to be the best in the environment you operate within, come and join our team! Follow the appropriate link below (or copy and paste it into your web browser) to complete Pragma's online candidate screening questionnaire.	
	INTERNAL candidates (Pragma employees only):	http://www.surveymonkey.com/s/Pragma_INTERNAL_Recruitment
	EXTERNAL candidates:	http://www.surveymonkey.com/s/Pragma_Recruitment_Questionnaire