

## Vacancy

<b>Position Title</b>	<b>AC Engineer L1</b>		<b>Reports to (Position)</b>	<b>AC Manager</b>
<b>Department</b>	<b>450 - Cape Region</b>		<b>Reports to (Manager)</b>	<b>Frik Kirsten</b>
<b>Employment type</b>	<b>Fixed Term Contract</b>		<b>Vacancy reference no.</b>	<b>VCT-AFR-113</b>
<b>Location</b>	<b>Cape Town - Ndabeni</b>		<b>Advert Release Date</b>	<b>22-Sep-2014</b>
<b>Response deadlines</b>	<b>INTERNAL Applicants</b>	<b>28-Sep-2014</b>	<b>EXTERNAL Applicants</b>	<b>02-Oct-2014</b>
<b>Job Purpose</b>	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)

<b>Strategy</b>	<b>No. of sub-headings</b>	<b>0</b>
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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.

<b>Business Management</b>	<b>No. of sub-headings</b>	<b>0</b>
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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

<b>Business Development</b>	<b>No. of sub-headings</b>	<b>0</b>
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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.

<b>Operations</b>	<b>No. of sub-headings</b>	<b>3</b>
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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

# Vacancy

## 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)	
<b>Competencies</b> Applied Learning Building Customer Loyalty Decision Making Planning and Organising Contributing to Team Success  <b>Other skills</b> - Communication - Aligning performance for success - Coaching - Managing conflict - Building a succesful team - Facilitating change - Initiating action	- 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)	<b>Typical strengths</b> Arranger Communication Analytical Includer Activator	<b>Adjectives</b> Adaptable Dependable Professional Organized Knowledgeable  <b>Other</b> Strengths: - Focus - Deliberative - Responsibility  Adjectives: - Consistent - Proactive - Observant

## Required Experience and Qualification/s

Experience	Qualification/s
<b>B.Eng Degree:</b> 0 - 3 years' strong engineering/maintenance/manufacturing experience in a manufacturing, civils, utilities and/or mining environment  <b>B. Tech Degree:</b> 1- 3 years' strong engineering/maintenance/manufacturing experience in a manufacturing, civils, utilities and/or mining environment	<b>Essential for the post</b> B.Eng/B.Tech Degree (Mech./Elec./Ind./Civil/Building Technology/QS)

<b>Preference</b>	Preference will be given to suitable internal candidates in line with company policies.
<b>Employment Equity</b>	The company's employment equity plan and targets will be considered as part of the recruitment process.
<b>Further Information</b>	For more information or questions about the position you can contact <b>Frik Kirsten</b> at <a href="mailto:frik.kirsten@capetown.gov.za">frik.kirsten@capetown.gov.za</a>

<b>How to apply</b>	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.	
	<b>INTERNAL</b> candidates (Pragma employees only):	<a href="http://www.surveymonkey.com/s/Pragma_INTERNAL_Recruitment">http://www.surveymonkey.com/s/Pragma_INTERNAL_Recruitment</a>
	<b>EXTERNAL</b> candidates:	<a href="http://www.surveymonkey.com/s/Pragma_Recruitment_Questionnaire">http://www.surveymonkey.com/s/Pragma_Recruitment_Questionnaire</a>