



Vacancies

# Shot Blaster & Powder Coater

An exciting opportunity with a values-led, forward thinking company.

Founded nearly 30 years ago, The Rooflight Co is a successful, employee-owned West Oxfordshire business with approximately 70 employees, designing and manufacturing rooflights and roof windows for the UK construction / specification market.

As a Company, we are open and communicate clearly and regularly with everyone. We recognise and value the strengths each person brings to the team. We continuously challenge the norm to make improvements. We implement change. This has been endorsed by our recent WOBA award as 2020 Employer of the Year.

Our mission, in line with our guiding principles, is to position the customer experience at the heart of everything we do, know what the customer wants, where we add value and profitably deliver on this.

As Shot Blaster & Powder Coater you will be responsible for working as part of a cross functional, high performing team shot blasting and powder coating steel windows, linings, and ancillaries on time to schedule aligned to our high-quality standards. You will take an interest in continual improvements, participate in our production meetings and embrace any company changes that come your way.

This is a busy and physical role which requires an energetic and positive team player with excellent communication skills who can follow set processes and support their team at all times.

You'd be joining a successful a successful, growing, values-led, customer-focused organisation and become an employee-owner.

THE  
ROOFLIGHT CO.  
COTSWOLDS



### *The Role and Accountabilities...*

- Shot Blasting steel windows and ancillary parts to the appropriate standard, following appropriate health and safety processes and to agreed plan.
- Powder Coating steel windows and ancillary parts to the appropriate standard, following appropriate health and safety processes and to agreed plan.
- Wet Spraying timber linings to the appropriate standard, following appropriate health and safety processes and to agreed plan.
- Working to an agreed daily production plan.
- Quality checking all work completed and documenting the results.
- Completing all daily checks required on machinery or apparatus before use.
- Data entry, when required, on to the production management system.
- Pack and label all products appropriately to ensure they travel to Production without incurring any damage.
- Maintain a high standard of housekeeping and workplace organisation that exudes pride whilst carrying our processes in a safe manner
- Problem solve collaboratively with other co-owners, always with the customer in mind
- Constructively and positively contribute to company meetings and 1:1s
- Demonstrate flexibility and carry out tasks and other job roles within the business as and when required to cover training, absenteeism and to support the needs of other business areas.
- Behave in line with our values as part of a high performing team delivering excellent customer service







*Qualifications and Experience...*

- Shot blasting experience (Minimum 2 years)
- Powder coating experience (Minimum 2 years)
- Good general education
- A good level of practical skills
- Excellent communication skills
- A positive, proactive and energetic approach to work
- A motivated and flexible team player
- An optimistic, agile and resilient responder to embracing change
- Enjoyment of challenges and taking tasks through to completion



## What we value...

As an employee-owned business, our mission is driven by our three Guiding Principles - Values-led Culture, Innovation and Long-term Sustainability. These principles guide our Directors, Trustees and Co-owners in their decision-making and activities.

To succeed, you will need to demonstrate that your values and behaviours are aligned with our four values – Integrity, Care, Empowerment and Unity - each associated with specific behaviours. Together, they create an atmosphere where personal growth is encouraged, nurtured, and recognised.

## The Package...

- Assistance & Wellbeing Plan
- Life Assurance
- Health Cash Plan
- Additional Holiday
- Long Service Awards
- Co-owner Events
- Onsite Lunch Supplies
- Electric Vehicle Lease & Tax Saving Scheme
- Cycle to Work Scheme

Working hours: 37 ½ hours per week.

Location: Bourton on the Water

Salary: £28,000-32,000pa depending on experience

*Are you right for us – are we right for you?*

Please apply by sending your CV and cover letter to Natalie Moss [hr@therooflightco.com](mailto:hr@therooflightco.com) and tell us why this is the right role for you.

THE  
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The Rooflight Co Values Led Culture



## Integrity

Around here...  
We act responsibly.

1. We give and receive honest and constructive feedback.
2. We hold ourselves and each other accountable for our words and actions.
3. We don't blame, we learn and grow.



## Care

Around here...  
What we do and how we do it matters.

1. We work to the best of our ability and take pride in our work.
2. We continuously work in the best interests of our community and our environment.
3. We show active interest in others' wellbeing and treat them with respect and compassion.

The Rooflight Co Values Led Culture



## Empowerment

Around here...  
We use our voice responsibly.

1. We trust each other to make well-informed, responsible decisions.
2. We let people know we believe in them and encourage them to grow in knowledge and skills.
3. We continuously challenge the norm to innovate, improve and implement change.

The Rooflight Co Values Led Culture



## Unity

Around here...  
Everyone matters.

1. We support each other to achieve our shared goals and celebrate our successes.
2. We recognise and value the strengths each person brings to the team.
3. We are open and communicate clearly and regularly with everyone.