



JOB OVERVIEW			
JOB TITLE	Boat Technician		
JOB LOCATION	Base Location Watamu		
GENERAL DESCRIPTION	Manufacturing and assembly of fibreglass boats. Will be manufacturing boats and accessories in a mould or assembling the boats depending on experience and skills		
DIVISION / DEPARTMENT	Manufacturing	REPORTS TO: NAME	Team Leader
SUBDIVISION	Factory/Carpenter/Painter	REPORTS TO: TITLE	Directors
POSITION DETAILS			
<input checked="" type="checkbox"/> FULL-TIME	<input type="checkbox"/> PART-TIME	45	HOURS PER WEEK (5.5 days varied)
<input type="checkbox"/> Fixed term(6 months)	<input type="checkbox"/> INTERN	<input type="checkbox"/> EXEMPT	<input type="checkbox"/> NONEXEMPT
EDUCATION REQUIREMENTS	N/A		
KNOWLEDGE REQUIREMENTS	Fibreglass work, carpentry, painting, manufacturing		
PREFERRED WORK EXPERIENCE	Preferred 5 years + but not essential		
OTHER qualifications, certifications, professional memberships, etc.	N/A		
PERSONAL QUALITIES	Technically minded with the ability to learn new skills and techniques quickly and effectively.		

BEHAVIORAL COMPETENCIES**BEHAVIORAL
COMPETENCY 1**

Attention to detail

**BEHAVIORAL
COMPETENCY 2**

Quick understanding of instructions

**BEHAVIORAL
COMPETENCY 3**

Ability to work alone

**BEHAVIORAL
COMPETENCY 4**

Communication

**BEHAVIORAL
COMPETENCY 5**

Problem Solving

TECHNICAL COMPETENCIES**TECHNICAL
COMPETENCY 1**

Careentry

**TECHNICAL
COMPETENCY 2**

Fibreglass work

**TECHNICAL
COMPETENCY 3**

Painting

**TECHNICAL
COMPETENCY 4****LEADERSHIP COMPETENCIES****LEADERSHIP
COMPETENCY 1**

Integrity

**LEADERSHIP
COMPETENCY 2**

Trustworthiness

**LEADERSHIP
COMPETENCY 3**

Conflict resolution

**LEADERSHIP
COMPETENCY 4**

Initiative

ADDITIONAL JOB DIMENSIONS

ASSOCIATED RISKS	Must travel to all branches including but not limited to Lamu, Mbita, Kisumu, Mombasa and Juba, South Sudan
BUSINESS ACCOUNTABILITY	Accountable for the stock of the company the people who manage it. Needs to be able to make decisions remotely and stand by them
FINANCIAL ACCOUNTABILITY	The stock is of high value and is distributed throughout Kenya, as such, there is a huge amount of financial accountability with this position
TYPICAL DIRECT REPORTS	Will be reporting directly to the Directors
INDIRECT REPORTS	Indirectly reporting to Factory Manager and Sales Manager on purchasing and reordering
INTERNAL RELATIONSHIPS	Relationship with Branch Managers and Stock Team will be key to success
EXTERNAL RELATIONSHIPS	Suppliers and logistics companies

KEY ACCOUNTABILITIES	KEY DUTIES
Stock magement	HR for Branch Managers
Stock levels	Yearly stock audit
Purchasing	Physical quarterly branch stock checks
Health and safety controls	

Captain Andy's will be holding periodical interviews for this position, please contact recruiting@captainandyskenya.com with your CV and application letter