

# JOB DESCRIPTION

**Private & Confidential**

**25/01/2007**

**Truck Driver - Long Haul/  
Thomas International**

	Job
D	-4
I	-8
S	6
C	8

The results of the completed job profile suggest that the competencies required by the jobholder should include the ability to:

- Work within a technical or specialist area of expertise in order to continuously improve the quality of the service and/or the product provided.
- Develop and comply with the systems, procedures, rules, objectives and timescales set by the organization and take a disciplined approach when undertaking tasks.
- Search out errors, rectify omissions, perfect systems and procedures which will ultimately raise the quality and standards of all tasks undertaken.
- Provide the best possible solution to problem solving or decision making by conscientiously testing things, examining facts, trying different alternatives and thinking things through.
- Develop competences and expertise in both self and others in order to gain a satisfactory standard and deliver results within agreed timescales.
- Be consistent in the manner in which a task is tackled, creating sound practical procedures which incorporate checks for accuracy and ensure that tasks are completed satisfactorily.
- Seek direction and authority from others when and if appropriate, and achieve set goals in a non-assertive and efficient manner.
- Draw conclusions by probing into things and contemplate the consequences of any action that is likely to be taken by proving the reliability of the information available.

The Human Job Analysis suggests that the job incumbent will be required to operate in a technical, specialist or quality area of the organization. The job requires a perfectionist who has an innate need to get things right and prefers to deal with things rather than people. Formulas, facts, logic and system are also important aspects of the position. The person fulfilling this function should have the ability to work in a steady, thorough and deliberate manner and have the persistence to see a job through to conclusion. Confrontation and unrealistic timescales should not be an important aspect of the job. Ideally the person should be conventional, co-operative, cautious, compliant, organized, predictable, methodical and routine-orientated. A questioning approach, concentration on detail and a non-assertive nature are also being called for within the position. The HJA implies that the job will be somewhat analytical and demand a high level of quality control.

Please bear in mind that the full analysis and points to review should be taken into consideration when comparing a person's profile with a Human Job Analysis; together with all biographical data.

D I<sup>Job</sup> S C

