

JOB DESCRIPTION

Private & Confidential

16/04/2007

**Plant Manager/
Thomas International**

	Job
D	8
I	6
S	-8
C	4

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

- Remain forceful when others become pessimistic and defeatist and provide satisfactory and acceptable outcomes in situations which involve the new and unexpected.
- Create a culture of strategic excellence and encourage others to think longer-term, developing strategic advantage and seeking opportunities for future development.
- Assert authority in order to meet agreed timescales and deadlines and overcome any problems which may get in the way of their achievement.
- Take decisions in a timely and appropriate manner while at the same time ensuring others follow similar principles.
- Remain confident when dealing with negative situations, convince others to have ideas and create new options, as well as encouraging and enthusing them to come up with imaginative solutions to difficult problems.
- Generally motivate people to give their best results, praising them when things go well and appraising them of improvements which can and should be made.
- Use researched factual information when solving problems and apply logic when handling conflict.
- Provide the best solutions in terms of quality and cost.
- Bring a sense of urgency to situations, demonstrate an active approach, be willing to get involved in order to increase the pace and achieve goals and objectives.

The Human Job Analysis implies that the role requires a person who has drive, assertion and the ability to communicate with others in a logical manner. The incumbent should be prepared to meet opposition and resistance to ideas, and pressurize others when deadlines have to be met. The environment is likely to be one which is full of variety and change, but the person fulfilling the role should be prepared to work within the broad parameters of the organization. A friendly approach and the ability to influence and persuade others are important to the function. The person should be a self-starter, competitive, imaginative, enthusiastic, self-confident, inspiring, logical, systematic and precise.

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^{Job} S C

