

LEAD PLANT FITTER ROLES AND RESPONSIBILITIES

Reporting to: Plant Yard Manager

Role Purpose

The Lead Plant Fitter is responsible for leading the inspection, servicing, maintenance, repair and safe return to service of plant and equipment across Franki Group UK. The role provides day-to-day technical supervision to Plant Fitters and workshop personnel, ensuring maintenance work is completed safely, efficiently and to the required standard.

Reporting to the Plant Yard Manager, the Lead Plant Fitter will work closely with the Mechanical Design Engineers, Plant Hire Desk, Logistics Coordinator, Warehouse Coordinator, Operations teams and external suppliers.

The role is accountable for reducing breakdowns and downtime, maintaining accurate service records, controlling workshop standards and ensuring that plant is safe, compliant and ready for operational use.

KEY RESPONSIBILITIES

Maintenance and Repair

- Lead the servicing, inspection, fault diagnosis, repair and overhaul of plant and equipment.
- Prioritise planned maintenance, breakdowns and operationally critical repairs.
- Ensure work is completed in accordance with manufacturer requirements, Company procedures and applicable legislation.
- Diagnose mechanical, hydraulic, pneumatic and basic electrical faults.
- Carry out repairs to engines, transmissions, hydraulic systems, drilling equipment, piling rigs, attachments and associated plant.
- Confirm that completed repairs are tested and safe before equipment is released.
- Escalate significant defects, recurring failures or uneconomic repairs to the Plant Yard Manager.

Workshop Supervision

- Coordinate the daily workload of Plant Fitters and workshop personnel.
- Allocate work according to competence, urgency and operational priority.
- Monitor progress and ensure jobs are completed within agreed timescales.
- Maintain safe and efficient workshop standards.
- Ensure tools, equipment and facilities are used correctly.
- Keep workshop areas clean, organised and secure.
- Raise resource, parts or technical constraints promptly.
- Support effective communication between the workshop, yard and operational teams.

Planned Preventative Maintenance

- Support the development and delivery of planned preventative maintenance schedules.
- Ensure servicing is completed before due dates.
- Review service history and identify recurring defects or reliability concerns.
- Ensure maintenance intervals reflect manufacturer guidance and operational conditions.
- Coordinate plant availability for servicing with the Plant Yard Manager and operational teams.

- Reduce overdue maintenance and unplanned downtime.
- Maintain accurate records of servicing, inspections and completed work.

Breakdown Response

- Coordinate workshop and site-based breakdown response.
- Assess the urgency, likely fault, required parts and operational impact.
- Attend sites where specialist technical support is required.
- Arrange temporary repairs only where safe and properly controlled.
- Provide clear updates to the Plant Yard Manager and site teams.
- Recommend replacement equipment where repair cannot be completed promptly.
- Record breakdown causes, downtime and corrective action.
- Support root-cause analysis of serious or repeated failures.

Safety and Compliance

- Ensure all maintenance and repair activity complies with PUWER, LOLER, Company procedures and relevant safety requirements.
- Confirm that equipment is isolated and made safe before work begins.
- Ensure lifting, jacking, welding and hot-work activities are properly controlled.
- Remove unsafe or non-compliant equipment from service.
- Ensure safety devices, guards, alarms and emergency controls are operational.
- Report serious defects and safety concerns immediately.
- Support plant-related incident investigations.
- Complete corrective actions arising from inspections, audits or investigations.

Inspections and Return to Service

- Complete or oversee pre-use, workshop and post-repair inspections.
- Verify that safety-critical defects have been rectified.
- Test repaired equipment under appropriate conditions.
- Ensure required certificates, inspection records and release documentation are complete.
- Prevent equipment from returning to service without proper approval.
- Confirm that attachments, lifting points and ancillary equipment are suitable and correctly fitted.
- Maintain a clear audit trail for safety-critical repairs.

Technical Leadership

- Provide technical advice to Plant Fitters, workshop teams and operational users.
- Support diagnosis of complex faults.
- Review repair methods and challenge unsafe or poor-quality work.
- Liaise with Mechanical Design Engineers on modifications and technical solutions.
- Support the safe introduction of new or modified equipment.
- Share technical knowledge and good practice.
- Identify where specialist manufacturer or external support is required.

Parts, Tools and Materials

- Identify and specify parts, components and consumables required for repair.
- Work with the Plant Warehouse Coordinator to confirm stock availability.
- Ensure parts are suitable, approved and correctly fitted.
- Control use of high-value and safety-critical components.
- Avoid unnecessary replacement of serviceable parts.
- Report recurring shortages and long-lead items.
- Ensure personal and shared tools are maintained in safe condition.
- Prevent unauthorised use or removal of workshop equipment.

Quality Control

- Inspect completed work and confirm it meets required standards.
- Ensure repairs are completed correctly the first time.
- Identify poor workmanship, repeat defects or non-conforming repairs.
- Require corrective work before equipment is released.
- Maintain clear records of checks and approvals.
- Support technical audits and workshop inspections.
- Apply lessons learned from breakdowns and repair failures.

Cost and Efficiency Control

- Support control of repair, maintenance and external service costs.
- Consider repair cost, asset age, reliability and whole-life value when recommending action.
- Identify uneconomic or repeatedly failing equipment.
- Reduce avoidable external repair where work can be completed safely in-house.
- Monitor overtime, repeat visits and unnecessary parts use.
- Provide accurate information to support repair-versus-replace decisions.
- Escalate significant unplanned cost promptly.

Supplier and External Contractor Support

- Liaise with manufacturers, specialist repairers and service providers.
- Provide clear fault information and technical requirements.
- Review external repair proposals and completed work.
- Monitor supplier response, quality and technical performance.
- Report warranty concerns and recurring supplier defects.
- Ensure external work is authorised and documented.
- Support inspections and testing before accepting equipment back into service.

People Leadership and Development

- Lead, support and develop Plant Fitters and apprentices.
- Set clear work standards and performance expectations.
- Provide practical coaching and technical guidance.
- Check competence before allocating specialist work.
- Support apprenticeships, training and skills development.
- Address poor performance, conduct or unsafe practice promptly.
- Contribute to PDRs and development plans.
- Promote accountability, teamwork and professional pride.

Records and Reporting

- Ensure job cards, service records, inspection sheets and parts records are complete.
- Record faults, repair actions, labour time and parts used accurately.
- Update maintenance and asset systems promptly.
- Report outstanding defects, plant availability and workshop priorities.
- Maintain clear records for audits and compliance reviews.
- Protect confidential and commercially sensitive information.
- Support monthly plant performance and maintenance reporting.

Continuous Improvement

- Identify recurring faults and recommend engineering or maintenance improvements.
- Improve workshop procedures, inspection standards and repair methods.

- Support standardisation of components and maintenance practices.
- Use breakdown and service data to reduce downtime.
- Share lessons learned with Plant, Operations and Engineering teams.
- Measure whether improvements have increased reliability, safety or efficiency.

BEHAVIOURAL COMPETENCIES

Leadership and Accountability

- Takes ownership of workshop standards, repairs and plant readiness.
- Sets clear expectations and holds others accountable.
- Escalates safety and technical concerns promptly.
- Makes practical, evidence-based decisions.
- Acts with integrity and prioritises safety.

Technical and Commercial Thinking

- Understands how repair decisions affect cost, downtime and reliability.
- Balances urgent operational needs with safe engineering standards.
- Uses technical evidence to support repair and replacement recommendations.
- Challenges waste, repeat failure and unnecessary external spend.
- Considers whole-life asset performance.

Delivering Results

- Prioritises and completes maintenance and repair work effectively.
- Reduces breakdown response time and plant downtime.
- Maintains high standards under operational pressure.
- Follows actions through to completion.
- Ensures plant is safe and ready when required.

Collaboration and Communication

- Works effectively with Plant, Engineering, Warehouse, Logistics and Operations teams.
- Communicates faults, priorities and repair status clearly.
- Builds professional relationships with suppliers and site teams.
- Challenges unsafe or poor-quality work constructively.
- Supports practical problem-solving across the business.

Developing People

- Provides clear instruction and technical coaching.
- Supports apprentices and less experienced Fitters.
- Shares knowledge and good practice.
- Recognises strong performance.
- Addresses underperformance and unsafe behaviour fairly.

Continuous Improvement

- Reviews repeat failures and applies lessons learned.
- Improves maintenance standards and workshop processes.
- Supports better use of service and breakdown data.
- Challenges ineffective repair methods.
- Measures whether changes improve plant availability and reliability.

PERFORMANCE AND BONUS MEASURES

Plant Availability and Repair Performance – 30%

Measured against:

- plant availability;
- completion of planned maintenance;
- breakdown response time;
- repair turnaround time;
- reduction in repeat defects; and
- successful return of equipment to service.

Safety and Compliance – 25%

Measured against:

- compliance with maintenance and inspection requirements;
- closure of safety-critical defects;
- quality of return-to-service checks;
- audit and workshop inspection outcomes;
- completion of corrective actions; and
- reduction in unsafe plant conditions.

Quality and Reliability – 20%

Measured against:

- quality of repairs;
- reduction in repeat visits and rework;
- improvement in equipment reliability;
- quality of fault diagnosis;
- accuracy of service records; and
- operational feedback.

Cost, Team and Workshop Control – 10%

Measured against:

- control of repair and maintenance cost;
- efficient use of parts and labour;
- workshop organisation and housekeeping;
- development of Fitters and apprentices;
- control of external repair spend; and
- completion of agreed improvement actions.

Behavioural Competencies – 15%

Measured against:

- accountability;
- technical judgement;
- communication;
- collaboration;
- leadership;
- development of others;
- integrity; and
- continuous improvement.

A serious failure in safety, repair quality, technical integrity, compliance or return-to-service control may reduce or remove the behavioural element and may affect the overall bonus outcome.

ESSENTIAL EXPERIENCE AND CAPABILITY

The successful candidate should have:

- substantial experience as a Plant Fitter or Heavy Plant Mechanic;

- experience servicing and repairing construction, piling, drilling or heavy mobile plant;
- strong mechanical and hydraulic fault-finding skills;
- practical experience with engines, transmissions, hydraulic systems and attachments;
- knowledge of planned maintenance and inspection requirements;
- understanding of PUWER, LOLER and workshop safety;
- experience supervising or supporting other Fitters;
- strong problem-solving and diagnostic skills;
- the ability to work independently at workshops and project sites; and
- clear written and verbal communication skills.

DESIRABLE

- NVQ, City & Guilds, HNC or equivalent qualification in plant maintenance, mechanical engineering or a related discipline.
- Experience with piling rigs, drilling equipment or specialist foundation plant.
- Knowledge of electrical and electronic diagnostic systems.
- Welding or fabrication competence.
- Manufacturer training on relevant plant and equipment.
- Experience using asset, workshop or maintenance management systems.
- Experience supervising apprentices or technical teams.

WORKING CONDITIONS

- The role is workshop, yard and site-based.
- The postholder may work outdoors and in active construction environments.
- The role may involve manual handling, working at height and work around heavy plant.
- Personal protective equipment must be worn where required.
- Early starts, overtime, callouts or occasional weekend work may be required.
- The postholder must comply with all workshop, yard and site safety procedures.

ROLE REVIEW AND ACKNOWLEDGEMENT

This document sets out the principal accountabilities and expected standards of the role. It is not intended to be an exhaustive list of every task or objective. Responsibilities, priorities and performance measures may be reasonably adjusted to reflect business requirements, development and project allocation, provided any material change to the fundamental nature of the role or contractual terms is managed appropriately.

Employee name	
Employee signature / date	
Manager signature / date	