



Job Description

- Job Title:** ICA Technician (WS037)
- Reports to:** Operational Supervisor
- Team:** PWS - Production
- Location:** North East Wales (base to be discussed with successful candidate)
- Salary Band:** 5 (£25,005 – £29,531) plus competitive benefits including bonus and OT.

As a credible member of the PWS Team you will:

- Ensure you work safely at all times by following relevant procedures and processes as well as demonstrating role model behaviours.
- Ensure the highest quality of water leaves all water treatment works and is available to the customer 24/7.

As ICA Technician you will:

- Provide Instrumentation, Control and Automation (ICA) support for the PWS Team.
- Work closely with the area's water production teams to provide ICA support and expertise for the area's water treatment works and associated network assets.
- Ensure compliance with the area's planned maintenance schedule.
- Participate in a 1 in 4 standby rota to provide first line response to any reactive breakdowns or plant issues.

Principal Accountabilities

- Carry out planned maintenance of ICA plant to ensure no breakdowns or reactive failures of equipment.
- Respond to breakdowns on a very wide variety of ICA plant, assess problems, decide on action, acquire spares and carry out repairs as necessary.
- Recommend innovative ideas and continuous improvement initiatives to improve performance and reduce costs.
- Programme PLC's and telemetry and SCADA systems to efficiently control and monitor unmanned plant, amend existing programmes in response to both faults and operational changes in order to optimise levels of service.
- Be actively involved in design, installation and commissioning of capital schemes to ensure successful delivery including process optimisation and environmental discharge monitoring and control.
- Implement and maintain the IMS procedures at all times to ISO standards. Ensure that all ICA equipment is calibrated by the procedure at defined frequencies and is auditable. Keep IMS records to ensure that they are satisfactory for internal and external audits
- Ensure the operation of all communication links to Production and Network outstations are maintained and operable at all times.
- Liaise closely within the Alliance Partnership to ensure that all large capital schemes are implemented effectively and efficiently.

| Experience, Qualifications and Skills | Assessment Method | | |
|--|-------------------|---|---|
| | A | I | T |
| Time Served apprenticeship in a relevant role – electronics, instrumentation or electrical | X | X | |

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|---|---|---|--|
| HNC or equivalent in ICA related discipline | X | X | |
| Proven track record and experience of working in a production/plant environment such as water, oil & gas, nuclear or chemical industries. | X | X | |
| Good IT skills. | X | X | |
| A team player who understands the importance of initiative, ownership and accountability | X | X | |
| The ability to develop positive working relationships across the water production teams and the wider organisation | X | X | |
| Effective communication skills | X | X | |
| Clean Driving License | X | X | |

Key:

A – Assessed via application form

I – Assessed at interview

T – Assessed using psychometric / ability test

Key Relationships

Internal:

- Strong working relationship within the Area's Production and Network Teams
- Internal audit team
- Regular liaison with scientific team, asset strategy / capital delivery teams and operational control centre

External:

- Regulators
- Specialist contractors
- Suppliers

| Competencies | Assessment Method | | |
|--|-------------------|---|---|
| | A | I | T |
| Achievement Motivation – The drive and energy to produce excellent results and to continually find ways of improving relationships, outputs and processes. | X | X | |
| Communication skills – The drive and ability to exchange appropriate information with relevant people at the right time. The desire and skills to seek first to understand as well as to be understood. To be as open as confidentiality allows. | X | X | |
| Corporate Representation - The enthusiasm and ability to project a positive and professional image of DCWW with all contacts and stakeholders at all times. | X | X | |
| Creativity/innovation – The ability to look at issues from a broad perspective, to come up with imaginative solutions, and to identify innovative alternatives to typical, unusual or difficult situations or problems. | X | X | |
| Critical Thinking – The ability to gather, understand, analyse and interpret information & concepts, verbal or numerical, about people or situations, quickly. | X | X | |
| Decisiveness - The ability and readiness to make timely, practical and resource effective decisions, and to act on conclusions reached. | X | X | |
| Environmental & Organisational Awareness - The awareness of economic, environmental, social and political factors, current and changing, likely to affect the job or the organisation. The ability to assess the impact of these factors on the job or the organisation and to overcome challenges and seize opportunities to optimise effectiveness. | X | X | |
| Influencing Skills - The ability to make a clear, persuasive presentation of ideas or facts, verbally or in writing; to convince others; to gain agreement or acceptance of proposals or views. | X | X | |
| Initiative - The ability to actively influence events rather than passively accept them. The ability to see opportunities and to act on them, to originate action. | X | X | |

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|--|---|---|--|
| Interpersonal Sensitivity - The awareness of other people and the environment and one's own impact on these. The ability to get on with people in different situations and to work with others to achieve mutual goals. | X | X | |
| Judgement - The ability to evaluate people and situations and to reach logical, fair decisions. An unbiased, common sense approach | X | X | |
| Ownership and reliability – The readiness to take responsibility for projects or issues and to be accountable for their timely delivery and quality. The capacity and motivation to fulfil consistently any undertakings made. The habit of never letting people down, or promising what can't be done. | X | X | |

Application Method:

- If you wish to apply **please complete an Application Form** (which can be obtained on the Vacancies page of the Dwr Cymru Website or the Infozone) to recruitment@dwrcymru.com
- In order to assess a candidate's suitability, Applications should demonstrate evidence in relation to the Experience, Qualifications and Skills and Competencies listed above.

Dŵr Cymru Welsh Water is an Equal Opportunities Employer
Welsh language skills are desirable for this post