

ECHO HOUSE SPRAY OPERATIVE

Reporting to: Fabrication and Design Director

SCOPE OF THE ROLE:

Collaborative. Positive. Respectful. Organised. Exceptional People Skills.

The Echo Group is a creative and service led organisation leading the industry of luxury retail display, digital content creation and experiential site delivery.

Spring 2023 sees the opening of Echo's state of the art spray and modelling facility in Surbiton, South West London. This dedicated 6,000 square foot extension of our already significant design and fabrication premises offers even greater quality, innovation and levels of output for our growing client base within luxury retail. We deliver works within the UK, Europe and beyond and our reputation for sustainability and the highest levels of quality, creativity and innovation are second to none.

As part of our expansion we are recruiting experienced and talented sprayers to work within this brand new facility, working at pace and to the highest standards on bespoke projects – no two days will be the same!

The nature of our industry is that working ad hoc additional hours, or out of normal working hours, can be expected as a normal function of this role. Paid overtime, or time in lieu, is provided for this. The leadership team of Echo House remain committed to limiting the extent and potential impact of this, for all individuals at Echo.

Echo is a fast-paced, and often highly pressured, design and production house working within one of the most demanding and rewarding creative industries in the world. Positivity is key in everything we do. Whether you're collaborating with colleagues, communicating with clients or focusing on the task at hand, our approach is to always remain constructive. Flexibility, responsiveness and a cool calm head are essential in maintaining effective and efficient work delivery as circumstances change and evolve rapidly. Respecting each other's contribution is essential as we believe every individual has something to offer, and the key to being successful at Echo is an ability and willingness to collaborate and deliver results.

MAIN DUTIES AND RESPONSIBILITIES:

UNIVERSAL

- Operating with integrity – performing whole and complete work for and with all Echo colleagues, clients and suppliers alike.
- Ensuring Echo House maintains its status as an industry leading team of dynamic, proactive & professional specialists.
- In depth training is provided as a core part of all new starters' induction. In addition, with such a nuanced and bespoke business, on-the-job learning remains the single most effective way to learn what we do and how we do it.

CORE KNOWLEDGE BASE

- Design and build knowledge (technical).
- Health and safety aware.
- COSHH trained.
- Great problem-solving experience and attention to detail.
- A clear understanding of budgets and deadlines.
- Knowledge of water based, 1k and 2k solvent paints.
- Colour management knowledge.
- Knowledge of systems, policies and procedures.
- Knowledge of paint technologies.
- Knowledge of manufacturing production and processes.

CORE AREAS OF RESPONSIBILITY

- Resolving customer issues to their satisfaction.
- An ability to spray paint with an understanding of differing painting methods and media.
- An ability to work from drawings, photographs, computer graphics or detailed technical drawings.
- An ability to use hand tools for preparation work and to liaise with other staff giving instruction.
- An ability to use, clean and repair spray guns other equipment and the spray booths as a whole.
- Ensuring company policies are followed
- Ensuring Health and Safety policies are followed.

MAIN DUTIES:

- Setting up painting equipment.
- Sanding down and preparing cabinetry and other furniture for spray.
- Ensuring that the area is kept organised, clean and tidy.
- Communicating daily with your line manager to establishing an efficient workflow.
- Selecting, matching, and mixing colours.
- Applying fillers, primers, topcoats, activators, lacquers and other finishes.
- Managing multiple projects.
- Instructing staff with regards to preparation work.
- Keeping day to day activities organised.
- Procurement of materials.
- To perform other reasonable tasks as required by the Directors or your department head.
- Follow and promote to colleagues, visitors and the public all health and safety procedures and protocols.
- Follow Echo's sustainability policies and procedures. Promote sustainable operations to colleagues.

AD HOC

- Echo is a dynamic, busy company with a close working team and as such we sometimes require our employees to work on additional bespoke projects outside of their daily duties. This is also aimed to encourage and broaden individual skills and ambitions.
- To perform other reasonable tasks as required by the Directors or your department head.
- Follow and promote to colleagues, visitors and the public all health and safety procedures and protocols.
- Follow Echo's sustainability policies and procedures. Promote sustainable operations to colleagues, clients and suppliers.

ESSENTIAL INDIVIDUAL CHARACTERISTICS:

- Excellent time management.
- Excellent organisational skills.
- Excellent attention to detail.
- Level-headed approach to demanding circumstances.

DESIRABLE INDIVIDUAL CHARACTERISTICS:

- A dynamic individual who takes pride and enthusiasm in all tasks they are assigned and those they seek out themselves proactively.
- Ability to manage multiple projects of varying nature simultaneously.

OUR GUIDING PRINCIPLES:

- **Embrace Being Uncomfortable** – The greatest learning moments occur when outside of your comfort zone.
- **Be Quick Don't Hurry** – provide agile service without compromising quality of work.
- **Constantly Curious and Open to the New** – Immerse into experiences and think outside the norm.
- **All Hands on Deck, Always** – No matter the nature of the job, we get it done together.
- **Truth in Words and Actions** – Take ownership and accountability.
- **Culture in Action** – Shut down conversations that are detrimental to other individuals. Look to surround yourself with colleagues that talk about visions and ideas, not other people.

EQUALITY AND DIVERSITY:

We promote a working environment in which diversity is recognised, valued and encouraged. We acknowledge the multicultural and diverse nature of the UK workforce and society in general. We are committed to principles of fairness and mutual respect where everyone accepts the concept of individual responsibility. It is therefore your responsibility to make sure you observe and adhere to this policy at all times.

www.echo-house.co.uk/company-policies