TECHNICIAN

Number of Posts: 3

Contract Type: Indefinite (Full Time)

Job description

Set up, test, and adjust manufacturing machinery or equipment, using any combination of electrical, electronic, mechanical, hydraulic, pneumatic, or computer technologies.

- Troubleshoot problems with equipment, devices, or products.
- Monitor and adjust production processes or equipment for quality and productivity.
- Set up and operate production equipment in accordance with current good manufacturing practices and standard operating procedures.
- Inspect finished products for quality and adherence to customer specifications.
- Keep maintenance logs in accordance to applicable Standard Operating procedures.
- Plan and lay out maintenance work to meet production and schedule requirements.
- Set up and verify the functionality of safety equipment.
- Start up and shut down processing equipment.
- Adhere to all applicable regulations, policies, and procedures for health, safety, and environmental compliance.
- Provide advice and training to other technicians.
- Analyse operating data to enable improvements to be made.

Requirements

A technical qualification in Electrical, Mechanical or Industrial competence at ISCED 4 or 5.
Employees must be minimum 18 years of age.
Good spoken and written English is necessary.

Training provided

Yes

Any assistance with accommodation/relocation

Euro 100 per month for 3 months (Euro 300 in total) in support of relocation and the travel cost to Malta.

Any other benefits

- The manufacturing operation works on 3 shifts. Employees will rotate as follows; 1 week on Morning Shift (6am to 2pm) followed by 1 week on Afternoon Shift (2pm to 10pm) followed by 1 week on Night Shift (10pm to 6am). This pattern repeats itself every 3 weeks. Shift Allowances are available as follows: Euro 1.35/day worked (Morning), Euro 2.90/day (Afternoon) and Euro 9.00/day (Night).
- A production bonus at Euro 0.335/hour worked (excludes breaks) is available based on output, quality and employee behaviour.
- A transport allowance of Euro 1.16 per working day is available.
- A knowledge allowance of Euro 10/week
- A company paid health insurance (Clinic Scheme)
- Hours above 40 within 1 week are paid at overtime rate not less than x1.5

Salary

The salary for a qualified Technician with 3 years' experience will be Euro 374.12/week (40 hours). Candidates with more experience may be offered a higher base salary.

The following table gives clarity to the remuneration for this position (note that wages are paid Bi-Weekly i.e. every 2 weeks) in Euro:

Pay Element	Clarification	Bi-Weekly	Yearly
Base salary	Euro 374.12/week	748.24	19,454
Mandatory Bonus	Issued in Mar, Jun, Sep and Dec		512
Transport allowance	Estimate based on € 1.16/day	10.08	262
Shift allowance	Estimate based on average € 4.41/day	38.33	997
Production bonus	Estimate based on € 0.335/hour	19.66	511
Knowledge allowance	Euro 10/week	20	520
Gross Earnings		**836.31**	**22,256**
National Insurance	also referred to as Social Security	84	2,225
Tax		104	2,967
Net Earnings		**648**	**17,575**

How will the interviews be held

Skype interviews

Any other information

At Baxter you will discover that whatever we do finally translates into our mission to "Save and Sustain Lives"; all of us at Baxter around the world strive to serve our patients and indirectly their families.

In Malta, you will not only be proud to serve patients but you will work in an environment where you will be truly RESPECTED. Respect is shown in the following manner:

- Your safety and health are of utmost importance to us. Your workplace has been assessed and measures have been put in place to keep you safe.
- You will be called by your name and you will be encouraged to address your peers, subordinates and supervisor(s) by name too.
- All managers practice an open-door approach where you do not need to make appointments to meet to a manager.
- Your remuneration will be paid to you on time and in line to what would have been agreed.
- You will not be harassed; you are not to allow harassment to occur to you. Harassment in whatever manner is unacceptable and any observed infringements are dealt with severely. Shouting is not acceptable and neither is sarcasm.
- Diversity and Inclusion are practiced in Malta. You will be recognised regardless of your gender, skin colour, social status or country of birth but for what you are able to contribute to Baxter.

You will be respected at all times. Likewise you are to be mindful of others and show respect at all times.