

Fabricator

Job Purpose

The Fabricator will work as part of our team to deliver a wide range of bespoke projects, from design and client liaison to fabrication and installation. The Fabricator will assimilate their knowledge of design and making in order to develop effective fabrication methodologies and realise high-quality works appropriate to client briefs. In all aspects of their role, the Fabricator will uphold the excellent standard of service that our clients and collaborators expect from Weber Industries.

Main Duties and Responsibilities

▪ Design

- Work on design development in collaboration with our team and clients.
- Draw on knowledge of materials and fabrication methods to offer creative and cost-efficient solutions at design stage.
- Address design issues and make required amendments to solve problems.
- Communicate design changes to the client and securing sign-off before fabrication stage.
- Collate information and develop systems necessary for the successful delivery of current and future projects.

▪ Fabrication

- Undertake fabrication works in collaboration with our team in the studio and on site.
- Work confidently and competently with fixed machinery, portable equipment and tools appropriate to a range of materials and processes (including woodworking, metalworking, CNC-machining, mould-making and casting).
- Work confidently and competently with fabrication drawings, including using Rhino to view/print drawings, navigate models, and take dimensions as required.
- Uphold high standards of craft and workmanship to deliver works to company standard.
- Draw on experience to offer creative and cost-efficient fabrication solutions.
- Bring knowledge of a range of materials and processes, and transfer these skills to new materials and processes, in order to develop effective fabrication methodologies.
- Raise fabrication issues and suggest required amendments to solve problems.
- Maintain a clean and safe working area, with responsibility for ensuring your fabrication works are undertaken with care and consideration in the studio and on site.



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Weber Industries Ltd
Registered in England & Wales
Company No. 8277014

- Ensure your works are undertaken in accordance with the company's health and safety policy and relevant professional standards (i.e. EN1090).
- **Client liaison**
 - Respond to client enquiries promptly and in a professional manner.
 - Engage in communication with clients and undertake research to develop a holistic and in-depth understanding of the scale, context and expectations of the project.
 - Use industry experience and specialist knowledge of materials and processes to produce creative and competitive responses to client briefs.
 - Uphold high standards of presentation, with responsibility for quality management to ensure client communication meets company standard.
- **Project delivery**
 - Approach projects creatively and holistically by assimilating your knowledge of design and making.
 - Work with initiative to ensure the delivery of high-quality works appropriate to the client brief.
 - Work efficiently to maintain project programme and deliver works within budget (committing additional hours where necessary).
 - Manage your time effectively (undertaking and delegating tasks and helping others when they are busy) to ensure the team works together to meet project deadlines.
 - Uphold high standards of presentation in all communication with clients and collaborators to ensure works are delivered to company standard.
 - Use studio systems to assess project progress.
 - Maintain communication with team, collaborators and clients to keep them updated with progress and realistic completion dates.
 - Communicate changes in design/fabrication methods to the team, collaborators and clients as appropriate.
 - Raise issues or concerns about projects and work to solve problems.
- **Studio operation**
 - Ensure you are equipped and prepared for work in the studio or on-site.
 - Uphold excellent standards of communication (in person as well as by email and telephone).
 - Implement studio systems and delegating tasks to maintain a clean, organised and safe working environment (including shared welfare facilities).
 - Undertake checks and maintenance to ensure all machines and tools meet health and safety standards, under the instruction of senior team members.
 - Implement studio systems to maintain levels of materials and consumables.
 - Organise project notes, drawings, estimates and other administrative records in accordance with company procedures.



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- Raise ideas, issues or concerns about studio operations and make required amendments to solve problems or improve conditions.
- Report any accidents or health and safety incidents to management.
- **Teamwork**
 - Take an active role in our team and maintain a high standard of work that other team members to aspire to.
 - Foster positive, supportive professional relationships to enable all team members to grow and fulfil their potential.
 - Work with initiative, openness and care in a collaborative environment.
 - Bring a creative, positive and hands-on approach to problem-solving in challenging situations.
 - Offer constructive criticism and remain open to receiving feedback on your own performance in meetings and appraisals.
 - Share industry experience and specialist knowledge with others to support learning and development across the team.
 - Support sub-contractors working in the studio and on-site.
 - Maintain high standards of health and safety, ensuring your works are undertaken in accordance with the company's health and safety policy.
 - Report to the Director, Head of Administration and senior members of the team.
- **Business growth**
 - Represent the company in a positive and professional manner at all times.
 - Engage confidently with our diverse and growing client base to maintain high standards of service.
 - Maintain excellent professional relationships within the team, as well as with our partners, collaborators and clients.
 - Contribute to team meetings and group activities to support the growth and development of our team.
 - Bring knowledge of fabrication design and experience with a range of materials and processes.
 - Bring industry connections to extend our existing network of clients, collaborators and specialist partners.
 - Actively promote the business to foster new collaborations and client relationships.
 - Contribute to the positive public profile and social media presence of the business.
 - Support our commitment to public engagement and social enterprise.
- **Training**
 - Actively work to hone your existing skills and develop new knowledge.
 - Share knowledge and experience within our team to help train, guide and support each other.
 - Engage in self-motivated independent learning to accelerate personal and professional development.

Please note: This is not an exhaustive list of duties and responsibilities. You will be expected



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to work flexibly as part of our interdisciplinary team and adapt to meet the challenge of delivering ambitious bespoke projects.

Personal Specification

This table outlines the essential and desirable requirements to fulfil the role of Fabricator.

	Essential/Desirable
Experience:	
▪ Minimum 3 years of relevant professional experience.	E
▪ Integration of design and making to realise projects.	E
▪ Working as part of a team to deliver successful projects.	E
▪ Working in a range of contexts, including construction, architecture, art, industrial design, public installations.	E
▪ Working with range of clients, including artists, architects, designers, individuals and institutions.	E
▪ Managing studio operations, with responsibility for delegating tasks and quality management to meet project deadlines.	D
▪ Working on-site.	D
▪ Managing outsourced services and liaising with subcontractors.	D
▪ Tendering for projects, including producing estimates and presenting to clients.	D
▪ Teaching, mentoring or skill-sharing.	D
▪ Public engagement and social enterprise.	D
Knowledge and skills:	
▪ Knowledge of fabrication methods, processes and materials.	E
▪ Practical making skills applicable to a range of scales and contexts, from structural fabrication to fine making.	E
▪ Confident to use tools, fixed machinery and portable equipment, with ability to train others in best practice for safe use.	E
▪ Computer literate, working across PC and Mac on creative and administrative programmes (Microsoft Office, Adobe CC).	E
▪ Ability to work from fabrication drawings.	E
▪ Understanding of digital fabrication methods (CNC-machining, laser cutting).	E
▪ Knowledge of tool and machinery maintenance.	E
▪ Strong verbal and written communication skills.	E
▪ Strong interpersonal skills.	E



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▪ Ability to organise and manage time, both individual and project-related.	E
▪ Understanding of craft, with attention to detail and commitment to quality.	E
▪ Ability to transfer existing skills to new materials, processes and contexts.	E
▪ Proficiency with CAD design and 3D modelling in Rhino.	D
▪ Awareness of architectural practice, building regulations, and industry standards and conventions.	D
▪ Understanding of health and safety regulations and procedures for compliance (i.e. RAMS).	D
▪ Knowledge of First Aid.	D
▪ Fine woodworking skills (cabinet-making, general carpentry and joinery).	D
▪ Fine metalworking and welding skills (MMA, MIG, TIG).	D
▪ Ability to weld to code.	D
▪ Engineering machining (mill and lathe work).	D
▪ Electrical and mechanical skills (240v and low voltage wiring, lighting, kinetics).	D
▪ Casting and mould-making.	D
▪ Decorating and finishing skills.	D
▪ Photography and photo-editing (Adobe Photoshop).	D
Qualifications and training:	
▪ At least 5 GCSE's including Maths and English, or vocational equivalent.	E
▪ Degree level qualification in a relevant subject, or vocational equivalent.	E
▪ Accreditation from relevant professional body (i.e. CSCS)	D
▪ Certification of First Aid training.	D
▪ Certification of Health and Safety training.	D
▪ Certification of specialist equipment training.	D
▪ Valid UK driving license.	D
Key to abbreviations: E – Essential requirements without which the job could not be done D – Desirable requirements that would enable the job to be performed well	



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