

Maintenance Fitter

Together,
we are a team.

v1.1 | May 2026



Tobermore

Hard landscaping. **Made easy.**

Contents

Welcome	04
Job description	06
Person specification	08
Working hours	10
Pay information	10
Benefits	11
Training information	14
Tobermore production factories	16
Meet the team	18
80 years	20
Production gallery	22
HEART values	24
Further information	27

Together,
we are a team.



Welcome

At Tobermore your personal and professional development is at the Heart of everything we do. This role will provide you with exciting challenges and opportunities within Manufacturing. Your role will support Production by providing a high level of service and support in all areas of Maintenance. Your role will cover all of our Production Facility located at Tobermore HQ. Our facility spans over a 64 acre site, with 12 different factories. We are in the process of building a new HESS 5 factory which will be ready by Autumn 2026.

All role tasks will depend on skills, training and competencies. You will receive on the job training and you can expect to get real life, hands on experience and learn as you go. You will be supported and mentored through work participation and receive an individual training and Induction programme.



Maintenance Fitter

Job Description

Job title

Maintenance Fitter

Reports to:

Works Manager / Maintenance Manager

Division

Tobermore Production Yard

Location

Production Tobermore

Job summary

This role will support Production by providing a high level of maintenance service and support in all areas of Maintenance. In addition to any further duties which you may be reasonably required to perform from time to time, the following list constitutes the key tasks and duties of your post upon which your job performance will be assessed. Tasks are not listed in any particular order of importance.

Key responsibilities:

- Welding & fabrication
- Cutting/burning
- Hydraulic and pneumatics
- Planned maintenance inspections
- Planned maintenance schedules
- Working at height on mobile elevated platform
- Working in confined areas
- Removing and replacing heavy machinery parts
- Using various power tools to complete tasks
- Working as part of a team
- Using your initiative to solve problems.
- Carry out tasks as required and deemed within your competence by immediate Supervisor.
- Observe safety requirements when driving company vehicles / operating machinery.
- (NB. Only trained and licensed operators may operate company vehicles)
- Accurately complete paperwork within timeframes and observe checklists as required. E.g. timesheets and check sheets and pass to Works Manager for review.
- Complete Site Inspections accurately noting down any issues you see that need to be addressed.
- Communicate any problems, uncertainties or training issues to relevant supervisor / manager immediately.
- Work in a courteous, professional, efficient and safe manner at all times.
- Actively participate in one to ones on a monthly basis.
- Carry out any other duties as required and as deemed within your competence.

Maintenance Fitter

Job Description

Health & safety requirements:

- Ensure that you compliant with all aspects of health, safety and environmental.
- Ensuring that you and others in your department are working safely.
- Complete all health & safety checksheets and paperwork as instructed by your direct line manager.
- Ensure suitable and sufficient PPE is being worn during work hours.
- Report any health and safety concerns raised by you or your team to your manager and Compliance team immediately.
- Report any accidents or near misses in your department.
- Ensure all machinery is correctly locked out and isolated as per company procedures and all necessary props and locks are in place before maintenance commences.
- Once machinery is completely locked out - continue to follow health & safety procedures to ensure machinery is compliant before maintenance commences.
- Operate machines within necessary safety guidelines and follow procedures in place relevant to the department assigned to including specific hazard training for the job being done.
- Treat with care, attention and respect all items of company property, e.g. protective clothing and equipment, machinery, tools and materials.
- Observe and ensure all work is completed in accordance with all company regulations regarding health and safety at work, quality and environmental as detailed in the Health and safety and company handbook.
- Observe safety requirements when driving company vehicles / operating machinery. (NB. Only trained and licensed operators may operate company vehicles)
- Maintain safe working conditions and promptly bring to the attention of immediate supervisor any work-related problems or hazard requiring attention.
- Inform shift manager & maintenance team of any additional maintenance required or machine problems immediately.

Due to the nature of this role – it is physically demanding therefore it is important to be aware that the role entails the following elements:

- Repetitive manual handling.
- Infrequent lifting of equipment throughout the shift
- Requirement to move safely in confined spaces.
- Safely climb ladders and work at heights.
- Frequent use of hand arm vibration tools.
- The requirement to wear respiratory personal equipment depending on the job task.
- The requirement to wear personal protective gear during the Maintenance shift.

Person Specification

Requirements

	Essential	Desirable
Qualifications		- Fully Time Served. 5 GCSE's including English & Maths A – C
Experience	- Previous industry experience / Manufacturing setting - Interest in working within a manufacturing / Production environment. - Experience of fabrication - Experience of hydraulic and pneumatics - Experience of planned maintenance schedules - Experience of planned maintenance inspections	5 years working experience - Experience working in a concrete industry - Production related administration experience such as check sheets/computer or lpad
Knowledge, Skills and Competencies	- Problem solving skills - Very well organised person - Self-motivated - Ability to work as part of a team and independently - Great communication skills - Good interpersonal skills - Keen to succeed and progress - Team player - Positive outlook - Problem solving skills	
Physical Circumstances	Full and clean driving licence as driving duties are required for this role	





Working Hours

Shift	Days	Hours
Day Shift	Monday to Friday	7:15am to 5.30pm (46.25 hours per week)
Night shift	Any 4 nights Sunday to Friday	6pm to 6am (44 hours per week)

Pay Information

Payment Type	Frequency	Amount
Weekly Paid	Every Friday	1 week in arrears

Your pay is made up of:

- Basic rate of pay
- Monthly Bonus (£200 OTE)
- Annual bonus (£1,000 OTE)
- Shift allowance payable for night shift (30% on top of basic rate)
- Call out fees
- Double time for working Saturday and Sunday
- Time and a half for hours worked beyond your normal contracted hours
- £500 new starter bonus paid after successful probation

A van is available with this role.

Benefits of working for Tobermore



Company van



Private health care

Our employees can now benefit from a private healthcare scheme provided by Vitality.



BHN techscheme

Save up to 12% on over 5,000 tech items & appliances and spread the cost interest free! Includes discounts at Ikea and a cycle to work scheme.



Competitive salaries

The salary for this role is negotiable depending on experience.



Bonus

A bonus scheme is included in the remuneration package for this post.



Pension

You will be eligible to join the organisation's contributory pension scheme



Annual leave

Your annual leave entitlement will be 30 days. Annual leave entitlement increases with service.



Holiday purchase scheme

We have a holiday purchase scheme available for all employees.



Career progression path



Company high-vis uniform pack



Being part of an award winning company

'One to Watch' for Successful Workplace Engagement, won the European Foundation for Quality Management (EFQM) Business Excellence Award.



Corporate social responsibilities employer



Connected employee well-being app

BHSF Connect well-being employee app – 24/7 employee support



Payroll giving employer



Long term career prospects

Growing and financially stable family business.



Length of service awards



Online learning system



Company contribution to Employee eye care costs



Fresh tea, coffee & fruit

A selection of fruit, tea, coffee, milk is available in all canteens



Employee discount scheme



Enhanced family friendly leave



Training Provided

During your role you can expect to get real life, hands on experience and learn as you go. You will be supported and mentored through job shadowing and work participation. When you start with us your first week will involve your initial health and safety and HR Induction training. You will also receive a full Induction and onboarding plan.

Training will include (and not limited to):

- How to safely operate equipment and machinery
- How to safely work around the production factories
- Manual handling
- Forklift training
- How to use a tablet and our internal computerised systems

Ongoing Support

You will have ongoing coaching and support from your line manager and team colleagues. Your manager will check in at the end of each week to discuss your ongoing development and feedback.





Production Factories

Production Areaw	Description
Old Rumbler / Processor	Tumbling drum and conveyor belt system– manually operated, & hydraulic splitting system which processes walling products.
KBH Rumbler	Tumbling drum and conveyor belt system, automatically fed products from Hess 1 plant and manually at times.
HESS 1	Batching plant providing semi dry concrete to modern brick paver machine. Finished product (after curing) can be secondary processed at KBH Rumbler or manually packed.
HESS 2	Batching plant providing semi-dry concrete to modern brick paver manufacturing machine Finished product (after curing) can be secondary processed (shot blasted) and automatically packed.
HESS 3	Batching plant providing semi-dry concrete to modern brick paver manufacturing machine Finished product (after curing) can be automatically packed.
HESS 4	Batching plant providing semi-dry concrete to modern brick paver manufacturing machine Finished product (after curing) can be secondary processed (shot blasted) and automatically packed.
HESS 5	Batching plant providing semi-dry concrete to modern brick paver manufacturing machine Finished product (after curing) can be automatically packed after Autumn 2026.
Cobra Plant	Modern automatic plant for secondary processes required on certain product ranges, initially made through our Hess plants. Splitting and aging process.
Rino, Press 2, F&K Schindler	Batching plant providing semi-dry / wet concrete to various machines manufacturing paving flags and kerbs. Secondary process of blasting (if required) and packaging.
OCEM Plant	Batching plant providing semi-dry / wet concrete to modern hermetic press, manufacturing wide range of paving flags. Finished product (after curing) can be secondary processed (shot blasted) and automatically packed.
Polishing Line	Complete plant for secondary processing of paving flags / paving bricks, giving a polished, more natural stone effect. Final processing to give a long lasting surface protection.
SR Schindler Press	Batching plant providing semi-dry / wet concrete to modern hermetic press, manufacturing wide range of paving flags. Finished product (after curing) can be secondary processed (shot blasted) and automatically packed.
KBH Shot-Blaster	A modern automatic plant for secondary processing of a range of products. Products manufactured on site are transported to here for Shotblasting and packaging process.
Lough Fea Quarry	Static processing plant to refine raw aggregate quarried from surrounding land holdings. Primary and secondary crushing machines plus modern washing and screening machinery. All finished products are used for above manufacturing plants in Tobermore head site.

Meet some of the Maintenance Team



Trevor Smyth
Head of Maintenance



I have been part of the Tobermore team from September 2000. I started off as a summer worker and have progressed to Works Manager today.

I have seen first-hand the progressive journey Tobermore has went through over the years. We now have a 64 acre Production Yard and a large number of state of the art production factories.

Tobermore is a progressive Company to work for, providing long term employment and career options for everyone. I can highly recommend Tobermore for future employment. The production team work is second to none I have ever worked in. ”



Stephen Philips
Maintenance Fitter



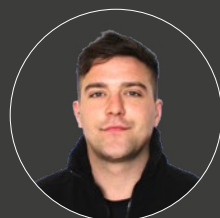
I always had my mind set on working at Tobermore, having heard it was a good place to work. This was compounded by my interest and previous experience in an industrial setting. Work is varied, interesting, and challenging. It was a good career move in my eyes. ”



Derek Bradley
Maintenance Fitter



I like working at Tobermore because the work varies from day-to-day. Duties range from welding and fabrication to working on pneumatic and hydraulic systems, plus general maintenance tasks. ”



Nigel Speer
Maintenance Fitter



I like the variety of work, no two days are the same as a Maintenance Fitter at Tobermore, and that what keeps it interesting. Everyday is different! ”



Luke Marks
Maintenance Fitter



I joined Tobermore in 2021 as an Apprentice in conjunction with SWC and I am now part of the Maintenance team as a Maintenance Fitter from June 2025. ”



80 Years & counting

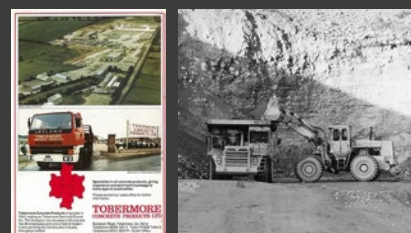
Tobermore began life as a humble sand and gravel business started by the Henderson family in 1942.

We then diversified into concrete products, which were sold to the local community in the 1950s. In the late 1970s we became one of the forerunners in manufacturing block paving – or ‘Pavia’, as it was originally called. Now, 80 years later, we are one of the top paving and walling manufacturers in the UK and Ireland, and pride ourselves on our World-Class manufacturing technology and the unrivalled quality of our products.

1942

Tobermore begins

Tobermore established by Sam Henderson; trading in sand and gravel.



1988

Tobermore's first paving centre opens



1990

Early quarry team

Tobermore's early quarry team pictured at Lough Fea Quarry. We own our quarry which is 13 miles from our HQ. We have control of our supply chain and raw materials. By controlling the source, we use only the finest aggregates. We are proud to be an agile and responsive supplier.



2022

Tobermore celebrate 80th anniversary

Tobermore employees enjoyed an evening of celebration to mark 80 years of Tobermore and the launch of the new company vision.



2024

£12 million expansion plans announced

Tobermore announced that it will be investing £12 million to expand its operations to meet growing demand driven by current and anticipated growth in housebuilding and public realm projects across the UK.



New board of directors appointed

David Henderson has announced the appointment of the first board of directors at Tobermore, in preparation for the company's next phase of market expansion. The board will sit above the company's current senior leadership team to provide them with strategic direction, governance, and oversight.



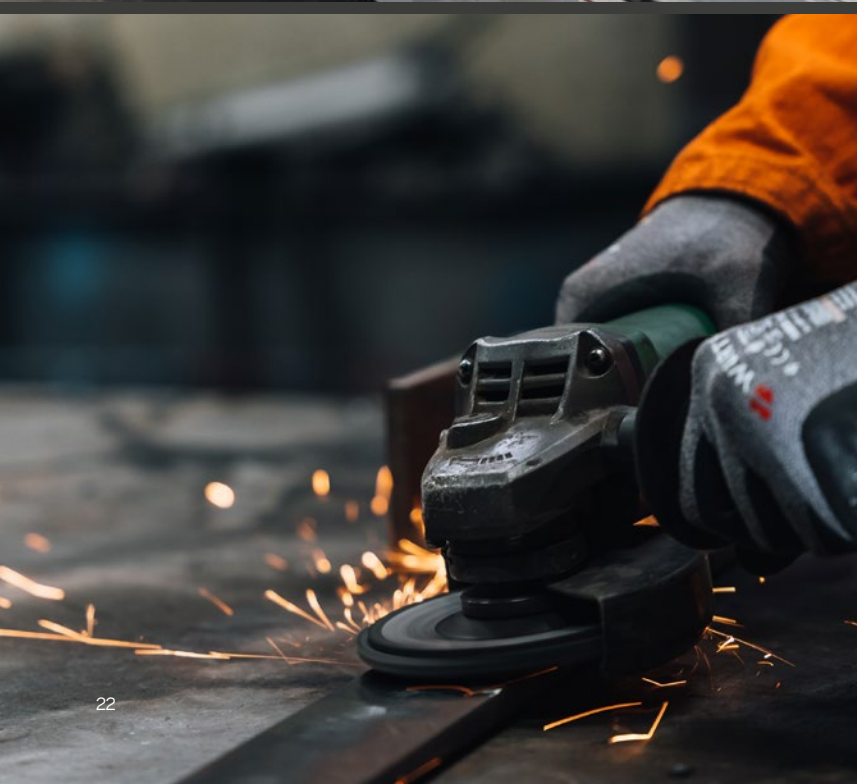
2025

Tobermore named 2025 'Landscaping Supplier of the Year'

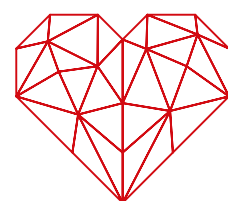
Tobermore is proud to have been named Landscaping Supplier of the Year 2025 at the prestigious Builders' Merchants Awards, held on 25th September in London.



Production Gallery



Heart



Happy, Excellence, Attitude, Reliable, Team

HAPPY

- Positive mindset
- Friendly & approachable
- Enthusiastic
- Caring & listening
- Welcoming
- Fun
- Work-life balance

EXCELLENCE

- Determined
- Personal development
- Continuous improvement
- Detail-orientated
- Organised & disciplined
- Progressive
- Process-orientated

ATTITUDE

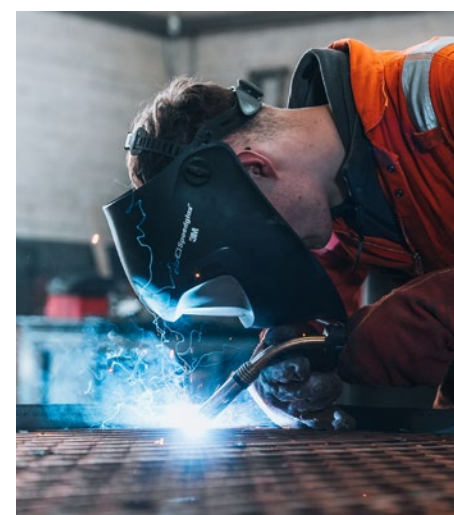
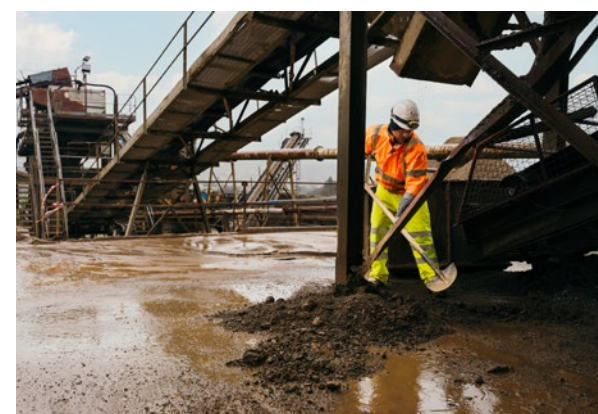
- Adaptable
- Honest
- Helpful
- Hard working
- Humble
- Motivated
- Respect
- Solution-focused
- Can-do/positive mindset
- Resilient

RELIABLE

- Trustworthy
- Committed
- Professional
- Integrity
- 100% responsibility
- Punctual

TEAM

- Togetherness
- Coaching
- Inclusive
- Collaborative
- Engaging
- Open & honest communication



Further Information

Please contact Alison Smyth or Leah Johnston for further information.



Alison Smyth
HR Officer

T: 028 796 42411
E: a.smyth@tobermore.co.uk



Leah Johnston
HR Co-ordinator

T: 028 795 47269
E: l.johnston@tobermore.co.uk

Tobermore Social

In the meantime, you can follow all things Tobermore on our social channels. Expect to see some latest well-known projects, amazing awards we continue to achieve and of course what our staff have been getting up to!



linkedin.com/company/tobermore



instagram.com/tobermoreofficial



facebook.com/tobermore.concrete/



youtube.com/@TobermoreConcreteProducts



x.com/tobermore



tiktok.com/@tobermoreofficial



pinterest.co.uk/tobermore

Tobermore

2 Lisnamuck Road, Tobermore
County L'derry, BT45 5QF

T: 028 7964 2411

www.tobermore.co.uk