

Terms of Reference (TOR) for Recruitment and Training of Technical Staff

1. Position Titles:

- 2 Welders
- 4 Mechanics
- 2 Electricians (with an Auto Electrician background)
- 1 CNC Operator

2. Qualification and Experience:

- Fresh graduates from reputed institutes.
- Technical expertise and academic background relevant to the respective roles.
- For Electricians: Must have an auto electrician background.

3. Duration:

- Initial employment will include a probationary period during which selected candidates will receive comprehensive training from our in-house team.

4. Duties and Responsibilities:

For Welders:

- Perform welding tasks to assemble structures as per given specifications.
- Operate welding equipment and tools effectively.
- Ensure the highest standards of welding quality and safety.

For Mechanics:

- Perform maintenance and repair work on machinery and mechanical equipment.
- Diagnose mechanical issues and implement corrective actions.
- Collaborate with other technicians to maintain smooth operations.

For Electricians:

- Install, maintain, and repair electrical wiring, equipment, and fixtures.
- Specialize in automotive electrical systems.
- Ensure all electrical systems comply with safety regulations and standards.



- Troubleshoot electrical issues and implement solutions.

For CNC Operator:

- Operate CNC machines and perform precision tasks according to engineering drawings.
- Maintain equipment and tools in good working condition.
- Ensure adherence to safety protocols and high-quality standards.

5. Training and Development:

- During the probationary period, selected candidates will undergo rigorous training tailored to their roles.
- The training program will encompass theoretical instruction, hands-on practice, and real-world applications.
- Candidates will work closely with experienced team members to gain practical insights.

6. Performance Evaluation:

- Regular performance evaluations will be conducted during the training period.
- Constructive feedback will be provided to help candidates improve and excel in their roles.
- Successful completion of the training will lead to deployment on various projects.

7. Reporting:

- Candidates will report to their respective team leaders.
- Regular progress reports and assessments will be required.

8. Future Opportunities:

- Upon successful completion of training, candidates will be eligible for deployment to other projects.
- Opportunities for career advancement and professional growth within the organization will be available.

