



# BREMONT

JOB TITLE	Assembly Technician
TEAM	Assembly
LINE MANAGER	Assembly Manager
POTENTIAL CAREER PATHS	Watchmaker

We are dedicated to creating an open and inclusive working environment, and this starts with our recruitment practices. We try to ensure that everybody who is interested in joining our team has equal opportunity and ability to start that journey with us. We intend to have flexible and accessible hiring practices and will make every attempt to adapt to your needs throughout. We welcome any requests for adjustments in our processes.

## ABOUT BREMONT

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Bremont is recognised for designing and manufacturing the ultimate tool watch, making timepieces that are highly durable, reliable, and fit for purpose, whatever the environment. Bremont positions itself in the world of adventure and exploration, working with individuals across different fields who epitomise and demonstrate anything being achievable armed with the right mindset. Bremont supports and promotes this mentality and is proud to provide watches for some truly extraordinary feats of endurance that inspire us to push ourselves to achieve incredible things.

Bremont is built on a rich British heritage and the brand represents a true embodiment of the indomitable British spirit. Through sheer vision, determination, and belief, Bremont has established itself as a leading brand in the luxury watch industry. These intrinsic values form the basis for Bremont's core message and brand philosophy.

The company manufactures its mechanical watches at scale from "The Wing", Bremont's 35,000 sq ft state-of-the-art Manufacturing & Technology Centre in Henley-on-Thames, England. High precision engineering, craftsmanship, technical innovation, and a distinctive design ethos set Bremont apart, combined with its unique spirit of adventure.

## KEY PURPOSE OF THE ROLE

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As an Assembly Technician in the Assembly department at Bremont you will be part of a team focusing on the production of high-quality mechanical timepieces that meet our strict quality standards. Working as part of a production line or as an individual you will be responsible for completing the necessary steps to build and check Bremont timepieces from a kit of components.

## KEY RESPONSIBILITIES

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### Operational:

Duties are related to the knowledge and trained level of the assembler.

- Assembles complete watches from kits/components, complete assembly.
- Partially assembles watches from kits/components, production line workstation operation.
- Tests products in accordance with Bremont and international guidelines for timing and water resistance.
- Participates in Stock takes for components, consumables and tools when required.
- Provides basic Quality control for components or products as and when required.
- Provides basic polishing-refurbishing of components when required.
- Uses IT workstations to enter data when required for status and tracking of production flow
- Undertakes training and implements updated working practice for new products, procedures, and technical updates.
- Adheres to Bremont quality standards
- Maintains a production output in line with departmental targets
- Respects Bremont's technical guidelines
- Maintains a safe and clean working environment in relation to both individual and team workstations
- Adopts the most effective and efficient methods to reduce the time spend on each assembly.
- Escalates issues to superior in a timely manner

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- Undertakes any other reasonable task assigned by superiors
  - Coaches' colleagues and knowledge shares with other technicians to advance the teams productivity and efficiency - best working

**Technical:**

- Works in a safe and proper manor, has a good understanding of EHS related tasks and procedures.
- Uses provided safety PPE and maintains them in good order.
- Has a good understanding of equipment and tools in the environment and their safe operation.
- Guarantees quality of tools and equipment allocated through appropriate maintenance and annual stock takes.
- Complies to instructions given by the superior and technical guidelines set out by manufacturers and Bremont and ensures that quality work is being carried out and not compromised.
- Undertakes technical training to expand scope, update best practice, stay current with technical evolution and best working practice.

**PERSON SPECIFICATION**

The successful candidates will have:

- Minimum 5 GCSE, including Maths and English.
- Experience in similar industry (engineering, electronics, avionics, model maker etc) is desirable.
- Watchmaking experience is desirable.

The ideal candidate will possess most, if not all, of the following competencies:

- Honesty and integrity
- Willing to adapt proactively and positively to new challenges
- Able to repeat repetitive tasks accurately and consistently.
- Good dexterity, a practical nature, meticulous attention to detail and exemplary organisational skills
- Competent on basic computer programs, email, word, and similar Windows programs.
- A team player but also confident to work proactively without guidance
- Able to communicate well, both orally and in written English.
- Able to work on own initiative and to tight deadlines. Self-motivated and sets high standards and constantly prioritises
- Able to remain calm and focussed under pressure
- Willing to adapt and take on new challenges and driven to continually improve

We welcome applications from candidates who do not 100% meet the role requirements.

**COMPANY BENEFITS**

- 20 days holiday entitlement from the off, increasing accordingly to length of service
- Excellent length of service awards featuring the issuing of those Bremont timepieces we are all so proud to produce.
- Significant permanent employee discounts on Bremont Watches, with great 'family and friends' Sales.
- Unique retail discounts for many different brands, available both locally and online.
- Enhanced Maternity and Paternity leave.
- Wellbeing initiatives including counselling and 24/7 financial & legal advice.
- Strong support regarding time off for you partake in any commendable volunteer work.
- A day's holiday for you to celebrate your birthday!
- We're a sociable bunch and plan several social events throughout the year.
- Training programmes offered with a focus on career development within the company.
- A fantastic and enviable new facility in which to work, very near the town centre

## **WORKING ENVIRONMENT**

- 37.5 hours a week, Monday – Friday, 9-5:30
- Onsite working at our HQ in Henley on Thames
- Working autonomously and alongside a team of 15
- Probation process 4 months standard
- Notice period – 1 month

## **INTERVIEW PROCESS**

### Stage 1

1 hour Interview and 2-hour bench test with hiring manager and HR in person.

Smart casual dress code for onsite interview