

## About our client

As a one-stop concierge hub for businesses, our client aspires to lead through pioneering innovative strategies and harnessing cutting-edge technologies, instilling confidence in individuals and organizations. From facility management to customizing digital assets and spearheading unique talents, our client stands committed to serving their clients' needs amidst the complexities of an ever-changing world.

## Requirement

Our client is hiring lasher as a part of their port operation division. Given below are the specifications pertaining to requirements and benefits.

Queries	Response Job Role
Category or Trade	<b>Lasher</b>
No. of Demand	150
Min. Required Experience (India or Gulf/ International - please clarify)	<p>* 1-2 years' experience as a Lasher in port industry preferred.</p> <p>* Knowledge of lashing, loading, discharging heavy bulk cargo and Safety rules &amp; precautions, Ability to handle Lashing Rods / Rigging &amp; Slings Materials, Dowels, Safety harness, working at height, flexy to work on different shifts etc.</p> <p>* Must be physically fit and young to perform work, able to communicate with other to ensure clear understanding of message.</p>
Required Min. Qualification	10TH / 12TH PASS
Communication Skills	Need to have L2 literacy in English
Age Limit	22 - 38 YRS
Duty Hours	9 HRS
Over Time	YES
Working Days	6 days
Basic Salary (Monthly)	500 AED
Food Allowance	350
Attendance Allowance	100
Accommodation (Y/N)	Yes (Shared)
Transportation (Y/N)	Yes
Medical Insurance	Yes
Contract Period	2 Years
Job Location	Dubai
ECR passport accepted or not	Yes
PCC or any other document is required for visa processing	PCC Required (From Local Police Station)
Emigrate Registration	Yes
Leave Benefits	As per the UAE Labour Law
Interview Type (Online or Offline)	Offline
How long it will take to get visa after selection	Requirement is floated to build a Candidate pool for 3 months
Medical for Visa Process (Normal/GAMCA)	Normal Medical
Joining Air ticket will be provided by employer	By Candidate

## Job Description Document - LASHER

Name:	JIN: HR/JDD/LSR-001
Job Title: LASHER	Department: Manpower
Grade: NS2	Line Manager Job Title: Foreman
Job Family: Operational Support Services	Line Manager's Manager Job Title: Supervisor
Reporting Staff (Y/N): N	No of Positions (Single/Multiple): M

### I. Job Accountabilities

(Highlight the key result areas / functions of the role in order of priority and also indicate the time allocation to each of these functions).

<b>Job Accountabilities</b> (Briefly explain 4 to 5 main accountabilities of your role.)	<b>Time Allocated</b> (% age of)	<b>Performance Measure</b> (List 2 to 3 key objectives of each accountability area.)
<b>1. Routine Work</b> Responsible to carryout daily duties as under: 1. To lash / unlash Containers on board vessel under the supervision of the foreman in a safe and efficient manner. 2. Lashing Material arrangements in particular place as advised by foreman for next utilization or transportation to empty yard. 3. Attend under deck operation to put dowel on the top of container to speed up back loading time 4. Arrange all Materials for loading/discharging heavy lift bulk cargo handling under the crane to assist in the smooth handling of port operations.	50%	<ul style="list-style-type: none"> <li>- Turn-Around Time of task performed</li> <li>- Quality and quantity of the work done</li> </ul>
<b>2. Coordination &amp; Communication</b> Accurately provide signal under the gantry crane for Tractor Parking Position to ground containers to avoid accidents or disruptions. Must be focused while at site, communicates well with the foreman.	25%	<ul style="list-style-type: none"> <li>- Accurate signalling</li> <li>- Supervisor feedback</li> <li>- Communication Turn Around Time</li> </ul>
<b>3. HSE Compliance &amp; Punctuality:</b> Strict adherence to follow the safe work practice, Always wear PPE and reports to the foreman in case if any team member breaks this compliance and follow all pandemic, HSE rules & regulations. <ul style="list-style-type: none"> <li>- Attain all Toolbox Talk and Trainings required at site.</li> <li>- Maintain clean attendance records without any unauthorized absence.</li> </ul>	25%	<ul style="list-style-type: none"> <li>- Personal hygiene / Wearing PPE</li> <li>- Compliance to HSE standards</li> <li>- Attendance record / no. of absents</li> </ul>

### II. Job Requirements

(Indicate the minimum educational / professional qualifications, formal training, practical experience and key job competencies required to satisfactorily perform the functions of the role).

<b>Academic</b>	Secondary School Certificate / High School Preferred
<b>Professional</b>	Need to have L2 literacy in English
<b>Physical Attributes</b>	Physically fit and able to perform physical activities , a standing duty , Not overweight as per the Height/weight proportion, Capable to lift 15 – 25 kg , Capable to climb 12 feet heights , ready to work on high humidities on summer days (Out door work), Age 23 – 38 Max.
<b>Medical Certification</b>	Medically fit , no pre existing conditions , perfect hearing and vision medical status , MUST submit medical FITNESS Certificates for Optical, Hearing, color blindness & Overall Health Condition prior joining the company.
<b>Formal Training</b>	Years of industry experience and on-the-job training
<b>Practical Experience</b>	1-2 years' experience as a Lasher in port industry preferred. Knowledge of lashing, loading, discharging heavy bulk cargo and Safety rules & precautions, Ability to handle Lashing Rods / Rigging & Slings Materials, Dowels, Safety harness, working at height, flexy to work on different shifts etc. Must be physically fit and young to perform work, able to communicate with other to ensure clear understanding of message.

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