

Machinist

JOB DESCRIPTION

Job Description: Responsible for operating one or more types of computer numeric controlled production equipment. Selects appropriate settings and makes adjustments as necessary. Follows established quality and safety standards. Familiar with standard concepts, practices, and procedures within a particular field. A small degree of creativity and latitude is required. Typically reports to a supervisor/manager. Key Responsibilities: 1. Maintain general shop safety and cleanliness. 2. Performs set-up and operation of various machine tools in order to accomplish production machinery functions. Uses milling, drilling, grinding, and other machines. 3. Deciphers sketches, blueprints, and engineering details. 4. Aids in establishing set up and layout methods, order of operations, and application of required parts and materials. 5. Runs electronic equipment and systems to perform work. 6. Provides training to lower-level operators/trainees. 7. Demonstrates reliability, dependability, and good work ethic on a constant basis. 8. Must be self-motivated. 9. Must be able to meet physical demands, including standing for extended periods, walking, bending, kneeling, and reaching. 10. Any other work-related duties assigned by the Supervisor of Production Services. Job Requirements: 1. Solid understanding of prints, machining and proper inspection of parts. 2. Ability to set-up, operate and program any CNC machine with no supervision. 3. Ability to be utilized in manual machine area as an operator. 4. Two years of experience or equivalent experience in CNC machine shop is a plus. 5. Must be able to constantly produce high quality and quantity of acceptable work. 6. Must be able to consistently produce parts holding +/- .001 tolerances. 7. Knowledge of Master Cam or Mazatrol is plus. 8. Must be able to read micrometers, calipers and other inspection devices. 9. Must be able to check parts for accuracy against supplied drawings. 10. Must be able to be utilized in QC area to check parts to maintain quality standards. 11. Tools are required to perform described duties. 12. HAAS and Mazatrol experience is a plus or we can train. 13. Ability to lift 50 lbs.

LOOKING FOR

Artisan

An Artisan is accommodating and analytical, while producing highly precise and accurate work.

[Learn More](#)



Guardian

A Guardian is unselfish and approachable with a preference for detailed, skill-based work.

[Learn More](#)



Specialist

A Specialist is a highly precise worker, who remains skeptical while respecting authority.

[Learn More](#)

THEY

| | |
|----------|--|
| Will be | Will need |
| Serious | Understanding of rules and regulations |
| Diligent | Specific knowledge of the job |

Reserved

Freedom from risk of error

Will Like Hearing

Professional work environment

Bring accountability to work

Achieve goals consistently and efficiently

Work thoroughly, leaving nothing to chance

NOTEWORTHY BEHAVIORS

Formal

Serious

Disciplined

Sincere

Reserved, formal and quiet

Cautious with risk

Cooperative

Supportive

Willing and helpful

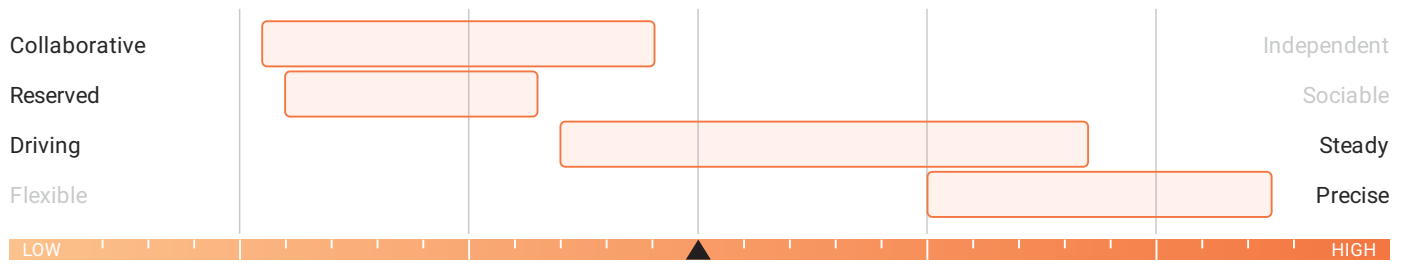
Need for rules and structure

SUMMARY

The focus of this job is on producing high quality, detailed work based on established standards, guidelines and procedures. Precise, consistent work output is essential requiring patience and a willingness to handle and complete one task at a time. The job environment is stable, based on known relationships with people and well-defined processes. Job knowledge and competency is built through structured step-by-step training and positive, supportive coaching from management and peers. Communication with others is based on knowledge of repetitive job routines and procedures gained from sufficient on the job experience. Consistent, error free work based on defined regulations and standards are key measures of job performance success. The job environment promotes steady, methodical work output so that job routines can be completed on time and error-free. This position is designed to develop a valued technical expert, who, recognized and supported by management and a stable work environment, can deliver quality work on a consistent basis.

JOB CHARACTERISTICS

- Steady, even pace to promote accuracy and quality of work Repetitive routines Complete set of procedures and tasks completed before new ones are begun
- Technical/analytical focus Work within established systems, standards, and procedures Communication based on job knowledge and expertise
- Decision-making within clearly defined job scope Based on defined policies and procedures Supported by management
- Focused on job knowledge and expertise Helpful, supportive communication with management and peers Collaborative approach in structured job environment
- Leadership focused on consistent, accurate, quality work output Supportive, non-threatening leadership style Delegation to others when appropriate, using training, coaching and on the job experience



COGNITIVE TARGET



SCORE
160 



The ideal Machinist candidate will have a score of at least 160 on the Predictive Index Cognitive Assessment.

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