

THE ULTRA-MET COMPANY

JOB DESCRIPTION

The purpose of this document is to accurately describe the essential functions, job entry requirements and major job demands of the position. There may be additional criteria desired, but not required, which may enhance job performance and influence selection among minimally qualified candidates.

I. GENERAL INFORMATION

Job Title: Press CNC Level 1 Setup / Operator

Department: Press

Reports to: Press Manager

Pay Class/Grade: Press Setup / Operator A Hourly Exempt Non-Exempt

Does this position have supervisory responsibility: Yes No

Number of Positions Supervised: none

Type of position supervised (list titles): N/A

II. JOB SUMMARY

Duties and Responsibilities (Job Scope)

To Setup and Operate CNC, mechanical and hydraulic presses to meet production and quality standards.

To use the machine control to retrieve, edit and store part program data. To use graphical displays to simulate and modify part removal patterns into an optimum arrangement.

To read and review shop orders and blueprints to determine job specifications and quality requirements.

To gather proper tooling, powder and relevant information for each job.

To complete assigned jobs and produce quality parts. Operator is responsible to ensure that parts are made according to exact specifications.

To operate all department equipment in a safe manner.

To maintain all department equipment in a clean and reliable condition.

To use measuring devices such as micrometers, microscopes and optical comparators to ensure that parts meet specifications.

To work with the other department employees to maintain a safe and clean environment.

To perform miscellaneous duties as assigned.

Job Functions (as a percentage of time)	% Of Time
1. Setting up machines for Pressing and parts removal.	60
2. Loading powder & removing parts from machines. Pressing parts to print tolerances and quality standards.	20
3. Using micrometers, microscopes and optical comparators to measure and visualize quality issues.	10
4. Maintaining equipment in a clean and safe condition.	5
5. Other departmental or non-departmental assigned duties.	5

III. QUALIFICATIONS

Education
High School (required): Diploma with Machine Trades or equivalent training.
College (preferred): Two-year Industrial Technology degree or equivalent.
Certification/License: none
Type of Driver's License Required
<input checked="" type="checkbox"/> Driver's License <input type="checkbox"/> Commercial Driver's License

Knowledge, Skills and Abilities (preferred)
Equipment: To setup, operate and maintain department machines including CNC, Mechanical and Hydraulic Presses.
CNC: To use the machine control to setup and run assigned jobs. To create and edit CNC programs. To create and edit part removal paths and patterns or ; 1 year experience in the Utility position at Ultra-Met
Quality: To use calipers, micrometers, microscopes, optical comparators, and other precision measurement equipment to ensure that parts meet specifications.
Language: To read and interpret documents such as safety rules, operating and maintenance instructions, engineering drawings, blueprints and procedure manuals. To write routine reports.
Mathematical: To calculate values such as proportions, percentages, area, circumference, and volume. To apply concepts of basic algebra and geometry. To use shop math to calculate lengths and angles.
Reasoning: To solve practical problems and interpret a variety of instructions furnished in written, oral, diagram or schedule form.
Computer: To use a computer for data entry into time-keeping and manufacturing software.
Other: To accept personal responsibility and be a highly motivated team player in a detail orientated environment. To exhibit strong problem solving skills.

IV. REQUIRED COMPETENCIES

To perform the job successfully, an individual should demonstrate the following competencies:

Safety and Security - Observes safety and security procedures; Determines appropriate action beyond guidelines; Reports potentially unsafe conditions; Uses equipment and materials properly.

Quality - Demonstrates accuracy and thoroughness; Looks for ways to improve and promote quality; Applies feedback to improve performance; Monitors own work to ensure quality.

Quantity - Meets productivity standards; Completes work in timely manner; Strives to increase productivity; Works quickly.

Attendance/Punctuality - Is consistently at work and on time; Ensures work responsibilities are covered when absent; Arrives at meetings and appointments on time.

Problem Solving - Identifies and resolves problems in a timely manner; Gathers and analyzes information skillfully; Develops alternative solutions; Works well in group problem solving situations; Uses reason even when dealing with emotional topics.

Oral Communication - Speaks clearly and persuasively in positive or negative situations; Listens and gets clarification; Responds well to questions; Participates in meetings.

Written Communication - Writes clearly and informatively; Edits work for spelling and grammar; Presents numerical data effectively; Able to read and interpret written information.

Judgment - Displays willingness to make decisions; Exhibits sound and accurate judgment; Supports and explains reasoning for decisions; Includes appropriate people in decision-making process; Makes timely decisions.

Planning/Organizing - Prioritizes and plans work activities; Uses time efficiently; Plans for additional resources; Sets goals and objectives

Dependability - Follows instructions, responds to management direction; Takes responsibility for own actions; Keeps commitments; Commits to long hours of work when necessary to reach goals; Completes tasks on time or notifies appropriate person with an alternate plan.

Adaptability - Adapts to changes in the work environment; Manages competing demands; Changes approach or method to best fit the situation; Able to deal with frequent change, delays, or unexpected events.

Technical Skills – 1 year of service in the Utility position. Strives to continuously build knowledge and skills; Shares expertise with others.

Professionalism - Approaches others in a tactful manner; Reacts well under pressure; Treats others with respect and consideration regardless of their status or position; Accepts responsibility for own actions; Follows through on commitments.

V. MAJOR JOB DEMANDS

Major activities required for a typical workday for the position. For each item, the extent to which that activity is required: **occasionally, frequently, continuously, or not applicable (N/A) is identified.**

Typical Work Day

PHYSICAL TASKS	N/A	OCC 0-33%	FREQ. 34-66%	CONT. 67-100%	AUDIO VISUAL NEEDS	N/A	OCC. 0-33%	FREQ. 34-66%	CONT. 67-100%
Standing				X	Hearing			X	
Walking		X			Near Vision				X
Sitting		X			Far Vision				X
Driving	X				Peripheral Vision			X	
Car	X				Color Discrim.				X
Van	X				Depth Perception				X
CMV	X								
Climbing		X			EXPOSURES TO:				
Bending		X			Cold	X			
Crouching		X			Heat	X			
Pushing –Pulling		X			Dampness	X			
Carrying		X			Heights		X		
Reaching above head		X			Vibration	X			
Lifting-Lowering					Skin Irritants		X		
1-15 lbs			X		Lung Irritants				
15-30 lbs		X			Dust		X		
30 lbs. +		X			Fumes/gases		X		

APPLICANT:

The purpose of this document is to describe the job requirements to applicants. Declaration that you can perform the job does not mean that an offer of employment will or will not be made. If an employment offer has already been extended, declaration that you can perform the job does not mean that such offer will or will not be rescinded. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Ultra-Met reserves the right to hire the applicant who is most qualified and best matched for the job. All employment decisions are made without regard to race, color, religion, national origin, sex, age, disability or veteran status. **Please review and sign below. This form will be attached to your application form.**

I understand the job requirements as described to me verbally and in writing.

- I can perform all duties as described without an accommodation.
- I can perform the duties with the following accommodations. (Please submit a written description)
- I cannot perform all duties as described with or without an accommodation.

Name: _____
(Please Print)

Signature: _____ Date: _____

NOTE: This description is not an exhaustive list of all job functions, duties, skills and job standards required. Other job functions, duties, skills and standards may be added. Management reserves the right to add or change the job requirements at any time.