



Job Description

Job Title: Welder
Department: Level
Reports to: Focused Factory Manager
FLSA status: Non-Exempt/Hourly

SUMMARY

The position of Welder/Fitter is to provide a quality-welded product using (GMAW and GTAW) welding processes to achieve code qualified welds. Position includes programmable lathe welding.

REASONABLE ACCOMMODATIONS STATEMENT

To perform this job successfully, an individual must be able to perform each essential welding Satisfactorily. Reasonable Accommodations may be made to enable qualified individuals with disabilities to perform the essential functions.

EDUCATION AND/OR EXPERIENCE

- High School diploma or GED
- 12 – 24 months related experience and/or training in GMAW and GTAW
- Basic Machinist skills preferred.

ESSENTIAL FUNCTIONS STATEMENT

- Demonstrate knowledge of Gas Metal Arc Welding (GMAW) principles and practices.
- Demonstrate knowledge of Gas Tungsten Arc Welding (GTAW) principles and practices.
- Demonstrate the basic knowledge of Oxy-Acetylene set-up.
- Interpret written welding procedures.
- Interpret and fabricate parts from drawings and welding symbols.
- Demonstrate Safe behavior and techniques for storing and handling cylinders.
- Demonstrate the proper use of Equipment.
- Demonstrate compliance to equipment preventative maintenance (PM) program.
- Demonstrate knowledge of Welding Inspection and testing principles and practices.
- Basic welding knowledge of carbon steel and stainless-steel material.
- Responsible for maintaining the 5S rules and practices in assigned work center.
- Adhere to guidelines and procedures proscribed by ISO 9001: 2008
- All other functions/responsibilities assigned by the manager.

REQUIRED SKILLS

- Welding & Mechanical skills
- Ability to follow written and verbal instructions.

- Basic computer skills
- Good hand-eye coordination
- Proper use of measuring devices to determine size, length, angle and distance.
- Basic Math: the ability to add, subtract, multiply, divide, fractions, and decimals.

POSITION QUALIFICATIONS

Competency Statements

- Personal Attitude and Integrity – Ability to display a positive attitude regarding work and co-workers.
- Judgment/Decision Making – Ability to make thoughtful decisions. Ability to accept accountability.
- Dependability – Ability to meet work standards and attendance requirements of the position.
- Quality – Ability to actively support SOR quality standards.
- Problem Solving/Implementation – Ability to deal with varying workload requirements, manages change effectively. Organizes tasks in a logical sequence and identifies resources required for work plans.

PHYSICAL DEMANDS

Required to report to work punctually as scheduled and to work all scheduled hours and any required overtime.

Physical Demands

	<i>Lift/Carry</i>	<i>Push/Pull</i>
<u>F</u> Stand	<u>O</u> 10 lbs or less	<u>N</u> 12 lbs or less
<u>F</u> Walk	<u>O</u> 11-20 lbs	<u>N</u> 13-25 lbs
<u>F</u> Handling / Fingering	<u>C</u> 21-50 lbs	<u>F</u> 26-50 lbs
<u>F</u> Reach outward		
<u>O</u> Reach above shoulder		
<u>N</u> Climb		
<u>N</u> Crawl		
<u>F</u> Squat or kneel		
<u>F</u> Bend		

Other Physical Requirements

Ability to wear Personal Protective Equipment (PPE)

<u>N</u> Respirator *** Not Required
<u>C</u> Ear protection
<u>C</u> Safety glasses
<u>C</u> Steel-toed safety shoes/boots
<u>C</u> Welding Hoods
<u>C</u> Grinding Shields
<u>C</u> Welding Gloves

N (Not Applicable) Activity is not applicable to this occupation.

O (Occasionally) Position requires this activity up to 33% of the time (0 - 2.5+ hrs/day)

F (Frequently) Position requires this activity from 33% of the time (2.5 - 5.5+ hrs/day)

C (Constantly) Position requires this activity more than 66% of the time (5.5+ hrs/day)

WORK ENVIRONMENT

Employees are exposed to dust, welding arc ray, welding fumes, gas fumes, sulfur-base cutting oil, grinding and sharp chips from machining, moderate to high noise volume, and moderate temperatures. Appropriate Safety PPE is provided.

REQUIRED TRAINING

All required training is determined by the department supervisor and/or manager. Procedures critical to this position can be identified as such on the Department Training Matrixes which are located in the Human Resources Department.

COMPANY STATEMENT

The Company has reviewed this job description to ensure that essential functions and basic duties have been included. It is intended to provide guidelines for job expectations and the employee's ability to perform the position described. It is not intended to be construed as an exhaustive list of all functions, responsibilities, skills and abilities. Additional functions and requirements may be assigned by supervisors/managers as deemed appropriate. This document does not represent a contract of employment, and the Company reserves the right to change this job description and/or assign tasks for the employee to perform, as the Company may deem appropriate.