

NORTHSIDE WELDING

Position: Welder Fabricator

Job Summary

We are looking for motivated, preferably experienced welder/fabricators to join our company. These are full-time positions. Must be able to think critically in order to repair projects, as well as problem solve to install projects in the field. As part of our team of professional fabricators, you construct and manufacture metal parts and products, taking particular care to produce clean, polished welds. You follow blueprints, determine precise material measurements, and take responsibility for fabricating parts used in later assembly processes. You are responsible for the quality of your output, so you must be able to perform simple tests to ensure weld quality and tolerance. This is a position that requires both skill and creativity. You are responsible for meeting demands and completing work orders in a timely manner; installing, repairing, and fabricating materials out of metal; ensuring availability and functioning of required items; and ensuring safety and resolving immediate safety concerns. Prospective Welder Fabricators must also possess strong attention to detail, manual dexterity, physical stamina, and the ability to concentrate for long periods. Moreover, because safety is paramount in this role, they must have a thorough knowledge of safety procedures and regulations. Strong and professional communication skills are imperative and will be used daily with customers and coworkers.

Full-time employee benefits after 90 days include:

- PTO after 90 days of 24 hours
- PTO after 1 year of 64 hours, accrues annually
- Paid Holidays off including, New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, and Christmas Day.
- Medical Insurance
- Misc. Supplemental Insurance
- Bereavement Leave
- Uniforms, boots, helmets, gloves, cold weather gear, etc...
- Break Room with microwave and refrigerator, water cooler, etc...
- IRA contributions after 2 years

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Correctly welds pieces of metal together.
- Ability to read tape measurements precisely
- Prepares precise measurements to ensure perfect alignment for projects used for welding; cuts, grinds and cleans metal.
- Utilizes fabrication skills such as shearing, bending, punching, sawing, drilling, and rolling to complete all phases of fabrication.
- Provides feedback and input into the fabrication process regarding order of assembly, design, materials, fixtures and jigs.
- Conceptualizes and makes fixtures.

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- Ensures correct documentation and processes are followed for standardized work processes.
- Blueprint reading and understanding of common welding symbols to ensure exact specifications of output
- Annotates and marks up customer blueprints for future reference.
- Produces work daily that is consistently accurate.
- Tests welding output to ensure strength and tolerance of welds
- Ensures safety and structural integrity as a top priority in the welds and metal structures they create.
- Ability to stand, crouch, and lift heavy equipment
- Maintaining equipment in a condition that does not compromise safety.
- Familiarity with common welding tools and procedures, including MIG welding TIG welding, metal fabricating, grinding, and finishing metals
- Proper forklift operation

PHYSICAL DEMANDS:

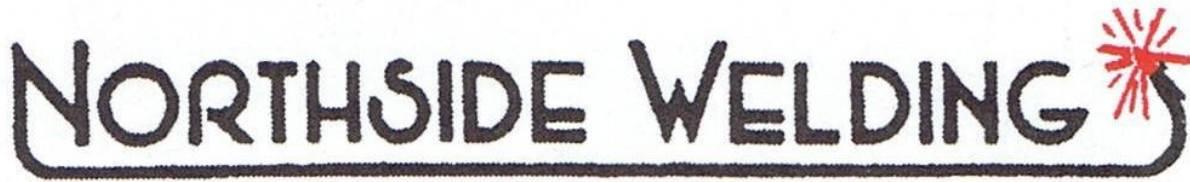
While performing the duties of this job, the employee will be required to frequently stand, sit, twist and use their hands, fingers and wrists to grip, twist and bend to operate controls. The employee will be required to walk, stoop, pull objects, kneel and climb stairs. The employee will be required to reach high and low and lift items weighing 35 to 75 lbs. Gross and fine motor skills required.

WORK ENVIRONMENT:

The employee in this role will be working indoors, in an industrial manufacturing environment, as well as off-site which includes outdoor environments. Air conditioned and heated shop while on premises. The employee will occasionally be exposed to noise levels requiring hearing protection, moving equipment and mechanical parts. The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.

MINIMUM QUALIFICATIONS:

1. Experience preferred but willing to train top candidates
2. Ability to read and understand blueprints, including welding diagrams and symbols
3. Ability to use hand tools and accurately read a tape measure.
4. Incumbents are required to have an understanding of fabrication processes.
5. **Licensures and Certifications:** High school, college or industry courses in welding techniques.
6. **Education:** High School diploma or equivalent



PERFORMANCE FACTORS:

The performance factors described here are core abilities that will contribute to the employee successfully carrying out the assigned duties and responsibilities of this position and meeting established performance objectives.

1. **Personal Accountability:** A measure of the capacity to be answerable for personal actions. Accepts personal responsibility for the consequences of personal actions; avoids placing unnecessary blame on others; maintains personal commitment to objectives regardless of the success or failure of personal decisions; applies personal lessons learned from past failures to moving forward in achieving future successes.
2. **Self Management:** The ability to prioritize and complete tasks in order to deliver desired outcomes within allotted time frames. Independently pursues business objectives in an organized and efficient manner; prioritizes activities as necessary to meet job responsibilities; maintains required level of activity toward achieving goals without direct supervision; minimizes work flow disruptions and time wasters to complete high quality work within a specified time frame.
3. **Results Orientation:** The ability to identify actions necessary to complete tasks and obtain results. Maintains focus on goals; identifies and acts on removing potential obstacles to successful goal attainment; implements thorough and effective plans and applies appropriate resources to produce desired results; follows through on all commitments to achieve results.
4. **Planning And Organization:** The ability to establish a process for activities that lead to the implementation of systems, procedures or outcomes. Defines plans and organizes activities necessary to reach targeted goals; organizes and utilizes resources in ways that maximize their effectiveness; implements appropriate plans and adjusts them as necessary; consistently demonstrates organization and detail orientation.
5. **Leading Others:** The ability to organize and motivate people to accomplish goals while creating a sense of order and direction. Inspires others with a compelling vision; empowers others to accomplish common goals; represents a positive, motivational example for others to emulate in becoming leaders; supports others through providing clarity, direction, organization and purpose.
6. **Accountability for Others:** The ability to take responsibility for others' actions. Establishes appropriate performance standards for others; assumes personal accountability for others' performance; effectively confronts performance issues promptly; monitors performance, tracks results and measures achievement of key accountabilities.

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7. **Goal Achievement:** The overall ability to set, pursue and attain achievable goals, regardless of obstacles or circumstances. Establishes goals that are relevant, realistic and attainable; identifies and implements required plans and milestones to achieve specific business goals; initiates activity toward goals without unnecessary delay; stays on target to complete goals regardless of obstacles or adverse circumstances.

This position description is not to be construed as an exhaustive statement of accountabilities, duties, responsibilities or requirements. Any individual may be required to perform any other job-related activities or functions requested by his/her manager, subject to reasonable accommodation. Northside Welding LLC reserves the right to modify this job description to reflect changes in essential job duties made necessary by changing organizational needs, subject to reasonable accommodation.

Northside Welding LLC is an Equal Employment Opportunity (EEO) employer and does not discriminate on the basis of race, color, national origin, religion, gender, age, veteran status, political affiliation, sexual orientation, marital status or disability (in compliance with the Americans with Disabilities Act) with respect to employment opportunities.