



## Job Posting: Metal Fabricator

### Location:

ISM, Inc  
149 Old Shoals Rd  
Arden, NC 28704

### Key Responsibilities:

- Read and interpret blueprints, schematics, and technical drawings.
- Use metalworking tools and machinery to cut, shape, and assemble metal parts.
- Perform welding, grinding, and finishing operations as required.
- Inspect and test finished products to ensure they meet quality standards and specifications.
- Be prepared for occasional travel / installation projects – mostly local
- Maintain a clean and organized work area, following safety protocols and procedures.
- Collaborate with team members to troubleshoot and resolve any fabrication issues.

### Qualifications:

- Valid Driver's License and reliable transportation
- High school diploma or equivalent; vocational training or certification in metal fabrication is a plus.
- Proven experience as a Metal Fabricator or similar role is preferred.
- Experience with various welding techniques (e.g., MIG, TIG, Stick).
- Proficiency in using metalworking tools and machinery (e.g., welders, grinders, saws).
- Strong ability to read and interpret technical drawings and blueprints.
- Excellent problem-solving skills and attention to detail.
- Ability to work independently as well as part of a team.
- Knowledge of safety procedures and practices in a fabrication environment.
- Growth mindset – ISM works on a wide variety of projects, and you will be learning every day. **A teachable attitude is critical.**

### Hours: Full Time

- Monday – Thursday, 6am – 4pm
- Overtime available often

**Pay:** Competitive, based on experience

**Benefits:**

- 401(k) matching up to 4%
- Company-funded dental insurance, short-term disability, long-term disability, employee life insurance policy
- Health and vision insurance
- Company funded uniforms, PPE allowance (safety boots, prescription glasses)
- Profit-sharing
- 9 paid Holidays: Memorial Day, Independence Day, Labor Day, Thanksgiving, Christmas, New Year's Day, 3 floating holidays (typically the week of Christmas)
- Vacation – Available after the first year of employment.
  - Less than 3 years tenure: 40 hours
  - 3-6 years tenure: 80 hours
  - 7+ years tenure: 120 hours

**How to Apply:**

Interested candidates may submit their application in one of the following ways:

- Email your application to **info@ism-nc.com** with the subject line “Metal Fabricator Application – [Your Name].”
- Submit your application at [www.ism-nc.com/apply](http://www.ism-nc.com/apply)
- Bring your application to our office located at **149 Old Shoals Rd, Arden NC, 28704.**

Candidates with outstanding applications will be invited for a **verbal interview and a welding test**. If you are selected for the position, ISM will reach out within 1 week of your interview with an offer of employment.

To learn more about ISM, please visit [www.ism-nc.com](http://www.ism-nc.com) or call **(828) 654-9655**.

ISM is an equal opportunity employer. We are committed to creating an inclusive environment for all employees.

We look forward to receiving your application and potentially welcoming you to our team!

# APPLICATION FOR EMPLOYMENT



## ISM, Inc.

Machining and Fabrication Solutions  
**149 Old Shoals Road**  
**Arden, NC 28704**

### APPLICATION INFORMATION

	Have you applied here before? <input type="checkbox"/> Yes <input type="checkbox"/> No	Are you related to anyone employed here?
Date of application		If so, give Name and Relationship

### PERSONAL INFORMATION

<b>NAME</b>				<b>Date of Birth (*):</b>
	Last,	First	Middle	(MM/DD/YY)

<b>ADDRESS</b>				
	Street	City	State	Zip

<b>PHONE</b>	Home	Mobile	Other
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<b>EMERGENCY CONTACT</b>	Name	Address	Phone #	Relationship
<b>EMAIL ADDRESS</b>	Email Address	<b>Are you a citizen of the USA?</b>	<input type="checkbox"/> Yes <input type="checkbox"/> No	<b>If no, can you legally work in the USA?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No

Have you ever been convicted of a felony?	<input type="checkbox"/> Yes <input type="checkbox"/> No	If yes, give dates and explanation:	Dates	Explanation
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### EMPLOYMENT INFORMATION

Are you Employed Now?	<input type="checkbox"/> Yes <input type="checkbox"/> No	If yes, may we call your employer?	<input type="checkbox"/> Yes <input type="checkbox"/> No	Position Desired:
Date you can start:	Expected Rate of Pay:			
	(MM/DD/YY)			

### EDUCATION

	Name and Location	Degree Received	Major/Course of Study	Year Graduated	Last Year Attended
HIGH SCHOOL					
TRADE SCHOOL					
COLLEGE					
GRADUATE SCHOOL					

ISM is an Equal Employment, Affirmative Action Employer. Applicants will be considered for employment without regard to race, sex, disability, or veteran status.

APPLICATION FOR EMPLOYEMENT  
**REFERENCES**

Name	Address	Telephone No.	Years Known
1			
2			
3			

**EMPLOYMENT HISTORY**

DATES (MONTH/YEAR)	Name and Address of Employer	Salary	Position	Immediate Supervisor	Reason for Leaving
FROM		START			
TO		FINAL			
FROM		START			
TO		FINAL			
FROM		START			
TO		FINAL			
FROM		START			
TO		FINAL			
FROM		START			
TO		FINAL			

**MILITARY SERVICE**

Are you a Veteran?  Yes  No      If yes, Type of Discharge:  Honorable/Other  Dishonorable      Rank at Discharge:

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Date of Entry:      Date of Discharge:      Serial Number:

**ACKNOWLEDGEMENT AND RELEASE – READ CAREFULLY**

I declare the information furnished in this application to be true and correct. I understand that, if I have furnished any false, or misleading information, I may be subject to immediate discharge. Furthermore, I authorize Industrial Sheet Metal (ISM) to investigate and or validate the information I have furnished in this application and disclose the same to persons within the company who have a need to know.

I understand that if I am issued an offer of employment, it will be for an indefinite period of time, and it may be terminated for any reason without advance notice. I understand that the company does not enter into any written implied or oral contracts of employment.

I understand that if I am offered employment, I may be asked to take a job-related physical exam in order to determine my fitness to perform certain functions. I also understand that I may be asked to take a pre-employment drug/alcohol screening test as a condition of hire.

Applicant's Signature

Date

(\*) One should note that the age discrimination act offers certain protections to those over 40 years of age.