



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
- 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 with an offer of employment.

To learn more about ISM, please visit 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

NAME			Date of Birth (*):	
Last,	First	Middle	(MM/DD/YY)	
ADDRESS				
Street		City	State	Zip
PHONE				
Home		Mobile	Other	
EMERGENCY CONTACT				
Name		Address	Phone #	Relationship
EMAIL ADDRESS		Are you a citizen of the USA? <input type="checkbox"/> Yes <input type="checkbox"/> No	If no, can you legally work in the USA? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Email Address				
Have you ever been convicted of a felony? <input type="checkbox"/> Yes <input type="checkbox"/> No		If yes, give dates and explanation:		
		Dates	Explanation	

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: (MM/DD/YY)		Expected Rate of Pay:

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

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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?	<input type="checkbox"/> Yes <input type="checkbox"/> No	If yes, Type of Discharge:	<input type="checkbox"/> Honorable/Other <input type="checkbox"/> Dishonorable	Rank at Discharge:
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.