

Your Job Information

Welder / Fabricator

Employer Information

Organization Name:	Moran Iron Works, Inc.
Website:	www.moraniron.com
About Our Organization:	Custom Welding/Fabricating Facility
Job Code:	705
Department:	Production
Division:	MIW
Reports To:	Production Manager
Job Location:	Onaway, MI-49765
Hours/Week:	40
Starting Salary:	15.00 USD/Hour

Benefits

- 401k
- Uniform Allowance
- Dental Insurance
- Health Insurance
- Vision Insurance
- Holidays
- PTO
- \$25K Life Insurance
- STD/LTD

FLSA Status:	Non-Exempt
Prepared By:	Keri Sheer
Prepared Date:	May 1, 2019

Job Purpose

To interpret, fabricate, and produce quality welds in accordance with approved drawings, customer specifications and contract requirements.

Tasks

- Verify conformance of workpieces to specifications, using squares, rulers, and measuring tapes.
- Move parts into position, manually or with hoists or cranes.

- Position, align, fit, and weld parts to form complete units or subunits, following blueprints and layout specifications, and using jigs, welding torches, and hand tools.
- Work as a member of a team to accomplish goals set forth through project specific objectives.
- Participate in all required monthly safety meetings. Thoroughly understand and apply all concepts when necessary, while working in the shop and in the field.
- Implement and assist other co-workers to ensure everyone is working in a safe manner.
- Able to safely operate all standard shop equipment and tools (i.e. overhead cranes, forklifts, grinders, press brakes, shears, geka, wheelabrator, etc.) Ask for assistance as a refresher, if needed.
- Follows all in-house quality procedures for in-process and final inspections.
- Able to setup a welding machine and weld with a specified process in accordance with a WPS (Weld Procedure Specification).
- Take initiative to ask when you have a question in regards to the interpretation of blue prints and other lay-out/fit-up techniques, prior to weld out operations.
- Familiar with common weld symbols.
- Certified to perform the following welding processes:
 - Fit-up (1/2 clamps, port a power, etc.)
 - Stitch lay out.
 - 1G qualification
 - Flat welding- MCAW, FCAW any 1G, 1F, and 2F welding
 - Sub-arc- with track
 - GMAW/MCAW- with buggo
 - Stud welding
 - Plasma cutting-free hand, straight edge/radius (drag method)
- Responsible for house-keeping in area you are working in, to ensure it remains neat and clean. At the end of the day, the last 15 minutes is dedicated to picking up and putting away tools and sweeping the floor.

Work Activities

- Handling and Moving Objects
- Performing General Physical Activities
- Communicating with Supervisors, Peers, or Subordinates
- Drafting, Laying Out, and Specifying Technical Devices, Parts, and Equipment

Detailed Work Activities

- Align parts or workpieces to ensure proper assembly.
- Lay out parts to prepare for assembly.
- Lift materials or workpieces using cranes or other lifting equipment.
- Operate cutting equipment.
- Operate grinding equipment.
- Operate welding equipment.
- Review blueprints or other instructions to determine operational methods or sequences.

Work Content

Physical Demands

The employee is occasionally Sit; the employee is regularly Stand; Walk; Use hands to finger, handle, or feel; Reach with hands and arms; Climb or balance; Stoop, kneel, crouch, or crawl; Talk and hear.

Lifts Weight or Exerts Force Work Environment

The employee will regularly lift up to 50 pounds.

Visions

Specific vision abilities required by this job include Close vision; Distance vision; Peripheral vision; Depth perception; Ability to adjust focus.

Work Environment

The employee is frequently Fumes or airborne particles; Risk of electrical shock; the employee is regularly Work near moving mechanical parts; Work in high, precarious places.

Qualification

Education and Experience

Years of Experience	2
Education	High School Diploma/G.E.D
License, Certificate Or Registration	Basic Welding, Comprehensive Welding Cert's (IAI), or equivalent experience

Skills

Basic Skills

- **Active Listening**
Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
- **Critical Thinking**
Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
- **Reading Comprehension**
Understanding written sentences and paragraphs in work related documents.
- **Speaking**
Talking to others to convey information effectively.

Social Skills

- **Social Perceptiveness**
Being aware of others' reactions and understanding why they react as they do.
- **Coordination**
Adjusting actions in relation to others' actions.

Complex Problem Solving Skills

- **Complex Problem Solving**
Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.

Technical Skills

- **Operation and Control**
Controlling operations of equipment or systems.
- **Operation Monitoring**
Watching gauges, dials, or other indicators to make sure a machine is working properly.
- **Equipment Selection**
Determining the kind of tools and equipment needed to do a job.

System Skills

- **Judgment and Decision Making**
Considering the relative costs and benefits of potential actions to choose the most appropriate one.
- **Systems Analysis**
Determining how a system should work and how changes in conditions, operations, and the environment will affect outcomes.

Resource Management Skills

- **Time Management**
Managing one's own time and the time of others.

Success Criteria

- **Adaptability:**
 - Able to deal with frequent changes, delays, or events that may modify the tasks or scope of work for projects as directed.
- **Attendance & Punctuality:**
 - Standard working hours are from 7:00am to 3:00pm or as required to accomplish project goals and expectations.
 - Is punctual when attending meetings, when necessary.
- **Dependability:**
 - Completes tasks in a timely manner.
 - Takes responsibility for own actions.
 - Accepts designated responsibility and follows through on commitments.
 - Commits to additional hours when necessary to accomplish project goals and expectations.
- **Initiative:**
 - Volunteers readily.
 - Undertakes self-development activities.
 - Seeks increased responsibilities.
 - Asks for and offers help when needed.
 - Invests in Talent Investment training, when opportunities arise.
- **Organizational Support:**
 - Follows the organizational chain of command.
 - Supports organization's goals and values.
- **Professionalism:**
 - Approaches others in a tactful manner.
 - Reacts well under pressure.
 - Treat others with respect and consideration, regardless of their status and position.

- **Quality:**
 - Looks for ways to improve and promote quality.
 - Demonstrates accuracy and thoroughness.
 - Complies with internal in-process and final inspection processes.

Required

- Mechanical
- Mathematics
- English Language

Tools

- **Notebook**
 - Pen/Pencil
 - Sharpie
- **General Tools**
 - Flashlight
 - Hand tools
 - Soap stone
 - Tape measure
 - Torches
- **Personal Protective Equipment**
 - Ear Plugs
 - Face Shield
 - Gloves
 - Hard Hats
 - Respirators
 - Safety glasses
 - Safety harness
 - Steel toe boots
- **Welding Equipment**
 - Air-arc
 - Bugo
 - Contact tips
 - Pliers
 - Sub-arc with track
 - Welder
 - Wire cutters

Technology

- **Time and Attendance software**
 - Benepay
 - Timeworks plus app