

**JOB TITLE:** Fabrication

**EMPLOYER:** Conner Athletic Products

**DEPARTMENT:** R&D

**REPORTS TO:** Research & Development Manager

**SUMMARY:** This position is primarily responsible for performing duties such as welding, drilling, tapping, and/or running the saw to cut steel by performing the following duties

**DUTIES AND RESPONSIBILITIES:**

Core duties and responsibilities include the following. Other duties may be assigned.

Ability to stand on your feet for 8 to 10 hours a day and work 40 to 50 hours per week.

Communication skills required to express ideas and interact with coworkers.

Ability to read, interpret & build parts or assemblies from shop drawings.

Ability to layout and tack weld structural steel components to shop drawing specifications. Some items could be as large as a refrigerator or as small as a can opener.

Experienced in the building and use of welding fixtures to produce more consistent weldments and increase productivity.

Experience using hand tools and hand grinders.

Must be able to read calipers, tape measures, angle meters and protractors.

Ability to sharpen drill bits used to drill holes.

Ability to operate a forklift safely.

Experience working with structural tubing and solid steel materials.

Experienced at MIG welding steel components.

Experience using oxyacetylene cutting torch.

Experience using a hand plasma cutting torch.

Have experience using a hydraulic shop press.

Experience with bandsaws and cold cutting saws.

Able to set up & operate Manual Engine Lathe.

Able to set up & operate Manual Vertical Milling Machine.

Any experience with Solidworks is a plus but not a requirement.

**ATTENDANCE:**

Must be punctual and timely in meeting all requirements of performance, including, but not limited to, attendance standards and work deadlines; beginning and ending assignments on time; and scheduled work breaks; where applicable.

**QUALIFICATIONS:**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

**COMPETENCIES:**

- **Ethics** - Treats people with respect; Keeps commitments; Inspires the trust of others; Works with integrity and ethically; Upholds organizational values.
- **Dependability** - Follows instructions, responds to management direction; Takes responsibility for own actions; Keeps commitments; Commits to long hours of work when necessary to reach goals; Completes tasks on time or notifies appropriate person with an alternate plan.
- **Quality** - Demonstrates accuracy and thoroughness; Looks for ways to improve and promote quality; Applies feedback to improve performance; Monitors own work to ensure quality.
- **Safety and Security** - Observes safety and security procedures; Determines appropriate action beyond guidelines; Reports potentially unsafe conditions; Uses equipment and materials properly.
- **Teamwork** - Balances team and individual responsibilities; Exhibits objectivity and openness to others' views; Gives and welcomes feedback; Contributes to building a positive team spirit; Puts success of team above own interests; Able to build morale and group commitments to goals and objectives; Supports everyone's efforts to succeed.

### **PHYSICAL DEMANDS AND WORK ENVIRONMENT:**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to stand; use hands to finger, handle, or feel; reach with hands and arms and talk or hear. The employee is occasionally required to sit; stoop; kneel, crouch, or crawl; and walk.

The employee must frequently lift and/or move up to 70 pounds and occasionally lift and/or move up to 100 pounds. Use of partner or buddy lifting is encouraged and required when needed, and if pieces weigh greater than 70 lbs

Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus.

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly exposed to moving mechanical parts, and vibration..

The noise level in the work environment is usually moderate.

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The above is intended to describe the general content of and requirements for the performance of this job. It is not to be construed as an exhaustive statement of duties, responsibilities or physical requirements. Nothing in this job description restricts management's right to assign or reassign duties and responsibilities to this job at any time. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.