



## Seastrom Manufacturing Company, Inc.

### Job Description

Job Title: CNC Programmer  
Department: CNC Machining  
Reports To: Machining Manager  
FLSA Status: Non-exempt

#### SUMMARY

Program CNC machines, design/engineer (analyze) new products and or fixtures and or tooling using up-to-date design software, while under deadlines and shifting priorities, maintaining excellent time management and organizational skills.

#### SEASTROM CORE BEHAVIORS:

Professionalism: Able to follow directions, has a good work ethic, and dependable.

Inter-personal Skills: Able to work with others and maintain working relationships.

Problem Solving and Adaptability: Able to make informed decisions in an ever changing environment.

Personal Value Commitment: Demonstrate honesty, respect for others, and adherence to company standards.

#### ESSENTIAL DUTIES AND RESPONSIBILITIES include the following.

Use Mastercam CAM software package to plan processes and develop fixturing, tooling and machine programs.

Keep programming and design software updated.

Show by example; temperament, professionalism, and teamwork.

Provide simple and complex written and spoken communication links.

Maintain within levels of stress, deadlines, and occasional extended schedules.

Manage deadlines and shifting priorities.

Processes within the department are to be reviewed and monitored on a continuous basis for effectiveness and possible improvements.

Departmental projects are to be scheduled, tracked, and monitored.

Program multi axis lathes and 4 axis mills.

May be able to do 3D modeling.

Participate in quoting machined parts

Work with customers and company personnel in a professional and timely manner.

Ability to maintain excellent organizational and time management skills.

Willing to work any shift

Timely arrival and regular attendance at work.

Cooperation with supervisor and co-workers, willing to work as a team.

Other duties may be assigned.

#### SUPERVISORY RESPONSIBILITIES

This position has no supervisory responsibilities.

#### QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each of the essential duties satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. You may be required to possess or obtain hand tools or measuring



equipment. Reasonable accommodations may be made for individuals with disabilities to perform the essential functions.

**EDUCATION and/or EXPERIENCE**

Associates Degree/Technical Certificate or equivalent combination of education and experience. Extensive experience and knowledge required in programming, setup and operating lathes and mills.

**LANGUAGE SKILLS**

The ability to read, write and speak the English language with comprehension skills sufficient to understand safety standards and job performance expectations.

**MATHEMATICAL SKILLS**

Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals, in addition to practical application of trigonometry, geometry, calculus and physics, and the ability to compute rate, ratio, and percent and to draw and interpret bar graphs.

**REASONING ABILITY**

Ability to interpret instructions which may be furnished in written, oral, diagram or schedule form.

**CERTIFICATES, LICENSES, REGISTRATIONS**

None required.

**PHYSICAL DEMANDS**

While performing the duties of this job, the employee is regularly required to stand; use hands to feel, finger, handle, or grab; reach with hands and arms; and talk and hear. The employee frequently is required to walk and stoop, kneel, crouch, push, pull and lift. Some sitting is required. The employee is frequently required to lift and/or move 50 pounds and occasionally lift and/or move up to 75 pounds. Specific vision abilities required by this job include close vision, depth perception and the ability to adjust focus.

**WORK ENVIRONMENT**

The noise level in the environment is quiet to loud.

I have read this job description and I am able to fulfill the requirements of the position.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Prepared By: Don Thomson  
Prepared Date: 10/20/2014