Job Description

**Job Title: Finisher**

**Department: Material Finishing**

**Exemption Status: Hourly, Non-exempt**

**Salary Range: $18-$30 per hour DOE with potential quarterly bonuses**

**Benefits: Medical, Vision, Dental, Life Insurance, 401K w/company match, supplemental insurance, PTO, Employee Appreciation Events**

**Summary:**

Our Material Finishers are responsible for producing cosmetic finish per specifications on a variety of parts and performing part assembly as required.

**Job Responsibilities:**

* Perform precision deburring under a microscope
* Polish and debur parts utilizing hand equipment and grinding/sanding wheels
* Load, operate and unload tumbler and blasting equipment
* Perform component assembly on a variety of parts on proven jobs utilizing hand tools as required
* Exercise care in handling and operation to avoid surface damage, cracking or over stressing of parts and to obtain required finish, dimensional and inter-relational tolerance
* Blend contours and other features where surface finish and dimensional tolerances are not usually critical
* Perform simple dimensional inspections; ensure deburring action is not scraping parts
* May be responsible to perform advanced tasks upon training and request including, but not limited to:
  + program, setup and operate laser engraver
  + setup and operate laser welder
  + TIG Welding
  + advanced microscopic deburring
* Maintain work area and equipment in a clean and orderly condition; report all necessary repairs to your lead or supervisor
* Overtime and shift changes may be required as business needs demand
* Comply with all quality requirements while continually maintaining and improving the effectiveness of MacKay’s quality management system
* Implement daily practices of Lean such as 5S, continuous improvement, and contribute to ongoing process efficiency
* Support and participate in department goals as well as company goals
* Look for opportunities to learn and share your knowledge and skills
* Punctual attendance; at your work area at shift start
* Treat others with respect and maintain a professional attitude
* Be honest in all dealings
* Other duties as assigned

**Job Requirements:**

* Strong attention to detail and ability to multi-task
* One year of assembly or finishing experience in the manufacturing industry preferred
* Familiarity with blue prints, work orders and bills of material preferred
* Knowledge of manufacturing processes is desirable
* Intermediate computer navigation skills
* Must be able to wear PPE for finishing operations; including safety glasses, gloves, shields, respirators, etc.

**Physical Demands, Mental Demands and Working Conditions:**

*Language Ability:*

Ability to read and interpret technical procedures, blueprints, requirements and specifications written in the English language. Ability to effectively present information and participate in discussions with groups of peers.

*Math Ability:*

Ability to work with basic mathematical concepts such as algebra, units of money and quantities. Ability to apply concepts such as tolerance, fractions, and other measurements.

*Reasoning Ability:*

Ability to define problems, collect data, establish facts, and draw valid conclusions. Ability to interpret a variety of instructions and deal with several concrete variables.

*Work Environment:*

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 work near moving mechanical parts. The noise level in the work environment is usually moderate to loud.

*Physical Demands:*

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.

The employee must constantly lift, push, pull and/or move up to 15 pounds, occasionally lift push, pull and/or move up to 25 pounds, and seldom lift and/or move up to 50 pounds. While utilizing the tumbling machine, an employee will be consistently lift and move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision and peripheral vision. While performing the duties of this Job, the employee is regularly required to stand and sit; use hands to finger, handle, or feel; reach with hands and arms and talk or hear. The employee is frequently required to walk.