



6/2/17

### **Machine Spot Welders Needed**

Clampco Products, Inc. is a local, family owned manufacturer of heavy-duty stainless steel band clamps, v-band couplings, and strap assemblies. Clampco is seeking to fill 4 open machine spot welding positions for its **Second Shift**.

Individuals in this production position perform the crucial task of finishing customer product before it is shipped to our customers. Previous spot welding or machine operation experience is preferred; however, all necessary training will be provided to individuals interested in learning the job and holding the shift days/hours.

### **Compensation:**

Competitive Pay and Benefits: (health, dental, life) at 30 days; bonuses at 90 days, 401k at 180 days. Yearly profit sharing plan eligibility and increases upon yearly review.

### **Required Hours:**

M-Th 4:00pm – 2:30am  
OT scheduled on Fridays when necessary

### **Interested?**

Please visit [www.clampdocs.com](http://www.clampdocs.com) and click on the “careers” tab for a complete job description. You can also submit a resume to Melissa Hart, Human Resource Assistant, by emailing [mhart@clampco.com](mailto:mhart@clampco.com) or by fax to 330-336-4281.

Resumes will be accepted/considered until these positions are filled. Clampco Products, Inc. is an Equal Opportunity Employer – M/F/Disabled/Vet



Job Title:	Machine Spot Welder
Reporting Responsibility:	Shift Supervisor – Welding
Position Type:	Full Time – Production
Required Shift(s):	1 <sup>st</sup> & 2 <sup>nd</sup> Shift

**Impact of Position:**

Individuals in the Machine Spot-Welding Department received parts from the Assembly/Press Room/Roll Forming Departments and further weld sub-assemblies and/or retainers into clamp return loops before sending to the Shipping Department or Assembly Department for further processing.

**Essential Job Tasks / Work Duties:**

**Individuals can perform the following essential duties and responsibilities with or without reasonable accommodations.**

1. Attendance - Adherence to scheduled shifts/hours of assigned work
2. Operate Spot-welding machinery for both band clamps and v-band couplings
3. Complete parts to Work Order specifications
4. Complete required documentation, written/data entry
5. Complete interval based weld/quality testing by use provided equipment (vices, wrenches, micrometers, dial calipers, Instron tensile tester, etc.)
6. Clean and change weld tips

**Physical Demands:**

1. Machines are operated in a seated or standing position
2. Repetitive bending or wrists/hand, gripping of parts with hands/fingers
3. Repetitive use of foot pedal (either foot can be used per preference)
4. Occasional lifting/pulling/dragging/pushing bins ranging from 30-75 (or more) lbs.
5. Occasional use of hand tools during job switch outs, tip cleaning and quality testing
6. Infrequent contact with water and use of bench grinders during tip change/dressings
7. Written, oral, and/or data entry communications

**Mental Demands:**

1. Problem solving and critical thinking
2. Focused visual concentration over long periods of time/duration of shift.
3. Comprehension and demonstration of written/oral/verbally assigned tasks.
4. Ability to visualize completion of assigned tasks.
5. Interpretation of measurement instruments, attention to detail

**Other Requirements:**

1. Accepts additional responsibilities and tasks as assigned by supervisor, including but not limited to: reassignment to any/all light/heavy material welders, robotic cell spot-welders, etc.

**Training/Requirements for this Position:**

1. Some prior knowledge/experience with welding equipment/machinery or manufacturing

2. Completion of Company and Department specific training/safety documents where appropriate (ITF's, JSA's videos, MF-083, etc.)
3. Basic writing, computer and/or data entry skills.
4. Individuals must meet established Company Quality/Production standards.
5. Understanding and sign off on established Company guidelines (handbook, policies, etc.)
6. Future department specific training
7. Inter-departmental cross-training, as provided when necessary

**Prevention and Safety:**

1. Following all Company safety rules and regulations.
2. Stay alert.
3. Safety eye shields must be worn at all times.
4. For welders with experience less than one year, face shields must be used.
5. Hearing protection is required depending upon floor location.
6. Varieties of gloves are provided if requested
7. Welding tape is provided
8. Proper dress and shoes
9. Proper use of all equipment (controls, soft-touch, etc.)
10. Complete weld tests to avoid sparking
11. Breaks to stretch/rest occasionally
12. Follow all company safety procedures
13. **Constant application of proper/safe lifting techniques**

**Measures of success:**

1. Production Employees are initially evaluated at 3 and 6 mo. intervals and yearly thereafter.
2. Individuals are evaluated on a series of standards ranging from, but not limited to, individual skill level, efficiency and quality of work, attendance and working relationships within the Company, etc.
3. Observation of above mentioned standards of production personnel by management/supervisors is continuous during and beyond the above mentioned intervals.

**Report:**

1. Individuals in the Press Room Department report to the Welding Department Supervisor.

Approved By:

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Title:

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Date:

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