

Factory Operator

Job Summary:

The Factory Operator is responsible for assembling and fabricating components into a finished register, grille, or diffuser according to prescribed work orders. There is a considerable amount of on-the-job training to ensure that employees perform the assigned job tasks in a safe and proficient manner.

This is an on-site hourly position and requires a daily presence at our Cle Elum, WA facility. The work schedule is as follows: 7:00 a.m. to 3:30 p.m., Monday through Friday.

Sign-On Bonus: \$1,000 (\$300 after 30 days, \$300 after 90 days, \$400 after 180 days)

Responsibilities:

- Performs a variety of repetitive assembly operations by hand and/or operates various fabrication equipment in the assembly of grilles, registers, and diffuser products.
- Inspects materials, sub-assemblies, and/or finished product ensuring compliance with established quality specifications.
- Keeps organized paperwork during production and transfer of components or assemblies.
- Operates a variety of handheld, foot-controlled and power-assisted tools, including but not limited to: Hammers, power tools, hand tools, screw drivers, tape measures, drills, arbor presses, riveters, and pneumatic assemblers.
- Regularly inspects and evaluates the quality of work-in-progress from previous workstations to verify materials meet standards/details (i.e., fitting brackets, fasteners, parts, and sub-assemblies are properly attached by the proper usage of bolts, clips, screws, and tightening of parts by hand and with the assistance of a variety of tools), and ensure it meets the needs of our customers.
- Works in teams by maintaining good communication and cooperation with other operators and management to achieve efficient production processes in all areas.
- Performs other duties as assigned that support the overall objective of the position.

Preferred Requirements:

- Minimum of 2 years combined experience in manufacturing and/or technical environment required.
- Experience working with various materials including wood, steel or aluminum is a plus.
- Proficiently read tape measure down to 1/16" for production and verification processes.

Skills/Competencies:

- Solid work history that demonstrates reliability and ability to thrive in a team environment.
- Flexible and willing to adjust to the changing needs of a fast-paced production environment.
- Attention to detail and commitment to following standardized work to maintain the highest level of quality standards.
- Being on time and ready to work is an essential function of employment.
- Must be mechanically inclined.

Working environment:

While performing the duties of this job, the employee is regularly exposed to a warehouse environment and is required to wear the appropriate PPE (i.e., hearing protection, eye protection, gloves, etc.). While performing the duties of this job, the employee is regularly required to sit, stand, walk, and talk or hear. The employee is occasionally required to use hands and fingers to type or dial, climb, or balance, stoop, kneel, crouch or crawl, and reach with hands and arms.

The employee must be able to push, pull, and lift to 50 pounds properly to prevent injury to yourself and others without damaging material/product. This position requires computer use. Specific vision abilities required by this job include close vision, color vision, distance vision, depth perception, and ability to adjust focus.

Compensation:

Shoemaker Manufacturing has an effective process for assessing market data and establishing ranges to ensure we remain competitive. You are paid within the salary range based on your experience and market position.

The hiring range for this hourly position is: **\$18.50 - \$22.00** *depending on experience*

Employees may be eligible for pay incentives based on overall corporate and individual performance or at the discretion of the CSWI Board of Directors.

Benefits:

At Shoemaker, our employees enjoy the following benefits to support their physical, financial, and emotional wellness. These benefits include comprehensive medical, dental and vision plans, 401(k), ESOP, life insurance, paid time off program with paid holidays, and various wellness programs.

About RectorSeal

RectorSeal, LLC, a wholly owned subsidiary of CSW Industrials, Inc. [NASDAQ: CSWI], is a leading provider of quality solutions for the professional trades serving heating, ventilation, and air conditioning (HVAC/R), plumbing, electrical, and construction markets. For more information about RectorSeal's innovative products and brands that increase efficiency and improve reliability, please visit www.RectorSeal.com

RectorSeal is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, or status as a protected veteran.