

Job Description Form



Job Title: Salvage Operator		Job Code: O-ME-00013	
Job Family: Operations	Sub Family: Manufacturing Engineering	Job: Salvage Operator	
Reports to: Salvage and Machining Supervisor		EEO Category: Craft Workers	Location: CNH Reman LLC Springfield MO
Grade: LG 5	FLSA Status: <input type="checkbox"/> Exempt <input checked="" type="checkbox"/> Nonexempt	# of Positions: <u> 1 </u> # of Direct Reports: <u> 0 </u>	Organization Chart: <i>(Required)</i> <input checked="" type="checkbox"/> Attached

PRIMARY FUNCTION: Briefly describe in one or two sentences the purpose of this position.
 Will be responsible for, but not limited to, various machining and welding processes used to reclaim material to support production. In addition, this position will support and identify opportunities for new process development.

- DIMENSIONS:** Quantitative measures as related to the position (i.e. sales volume, volume of production, volume of purchases, production value).
- The value added by this operator is necessary for subsequent operations to accomplish their goals and objectives established for total customer satisfaction.
 - Key contributor to material consumption and salvage success.

- ESSENTIAL RESPONSIBILITIES:** Describe the top three to five key job responsibilities and expected end results.
- Actively participate in reclaim activities and pursue new opportunities to reclaim material.
 - Perform complex, routine/non-routine close tolerance machining and salvage repairs to conform to required specifications.
 - Setup of all machines used in their processes.
 - Fabrication of tools and fixtures used in salvage processes.
 - Inspect own production parts.
 - Interpret machinery and components parts blueprints/schematics.
 - Must clean and organize own area at the end of every shift.
 - Participate in and support the principles of Open Book Management.

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JOB SPECIFICATIONS

Impact: Provide one to three typical examples of decisions made or actions taken that have had or will have direct impact on the organization (i.e. revenue, plant productivity, unit business development goals)

- Safety – Must be safety minded for both self and co-workers.
- Quality – Must be decisive in producing the best quality product for the consumer.
- Delivery – Focus on meeting and exceeding the schedule for customer demand.

Communication: List the types of individuals this position regularly communicates with, both internally and externally (i.e. customers, suppliers, regulatory agencies), and describe the nature of the communication (i.e. information exchange, influence and negotiate).

- Team Leader and Supervisor to determine priorities, maintain visual signal boards
- Communication will also be directed toward R&D for future improvements and opportunities
- Must communicate with the Safety department to ensure all safety and OSHA 1910 standards are followed
- Must communicate with the Quality department to ensure all ISO standards are followed

Requirements (including minimum education & years of experience):

- Minimum GED or High School diploma
- 2 years experience in close tolerance machining required. Previous CNC experience preferred
- Technical certification is preferred. Ability to read MSDS
- Ability to add and subtract decimals using both SAE and metric units in the process of running machinery and using gauges.
- Ability to use numerous hand tools, lathes, boring machines, drill presses, mills, welders, etc.
- Ability to effectively use and read calipers, micrometers, bore gauges, indicators, etc.
- Walking, standing, lifting, reaching, bending, stooping
- Crank Grinding Experience
- requiring hours of service that would average at least 30 hours of service per week

Travel Requirements:

Physical Requirement Template (Required):

Attached

Travel (domestic /international)

Ability to travel by airplane

Desired Behavioral Competencies (Not Required):

Attached

Ability to drive a motor vehicle

Expected % of Time:

PREPARED BY: Robert Randolph	TITLE Salvage and Machining Supervisor
LAST UPDATED: 09/04/2014	DATE REVIEWED: 09/04/2014

NOTE: This job description indicates the general nature and level of work expected of the incumbent. It is not designed to cover or contain a comprehensive listing of activities, duties, responsibilities or physical requirements of the incumbent. Incumbent may be asked to perform other duties as required.



TITLE:	Salvage Operator
Shift:	1 st shift
Department:	Salvage
Labor Grade: LG5	Hourly - \$14.81 – 17.13
Posted:	January 5 th , 2015
Posting Closes:	May 5 th , 2015

The following instructions must be followed to be considered for this job opening

- 1) All candidates must email a Cover letter
 - a. stating how you found out about job opening
 - b. in Word or PDF format
 - c. include on the email **subject line** the job opening you are applying for
- 2) All candidates must submit a Resume
 - a. in Word or PDF format
 - b. include on the email **subject line** the job opening you are applying for

CNH Reman L.L.C.
Human Resources Department

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