



JOB TITLE: Operator I, II, and III
DEPARTMENT: Operations
LOCATION: Rockford
REPORTS TO: Value Stream Leaders

SUMMARY

WOW the next Operator or work cell by striving for the best standard work practices to reliably produce organized orderly parts and paper work in a timely manner that is easiest for the next person to safely produce a quality part and deliver it to the customer on time and at the lowest cost.

- Observe safety and security procedures and use equipment and materials properly
- Read, interpret and follow Manufacturing Work Instructions and SOP's
- Produce quality parts and meet production/standard/rate set
- Visually inspects parts, assemblies and components for quality issues.
- Complete all required daily paperwork: labor reports, charts, check sheets, etc.
- Report safety, quality, or machine concerns
- Understand how materials flow through the value stream
- Perform material handling.

QUALIFICATIONS

To perform this job successfully, an individual must be able to do the work listed in the Summary at the Job level specified in the Essential Duties and Responsibilities. (See next pages.) The duties, responsibilities and competences at lower levels apply to higher levels.

High school diploma or general education degree (GED) required; and one to three months related experience and/or training; or equivalent combination of education and experience.

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.

While performing the duties of this job, the employee is required to stand; use hands to finger, handle, or feel objects, tools, or controls; and reach with hands and arms. The employee is occasionally required to sit; walk; stoop, kneel, crouch, or crawl; and talk or hear. The employee must occasionally lift and/or move up to 35 pounds. The employee is occasionally exposed to fumes or airborne particles.

A Operator	B Operator	C Operator
High School Diploma or GED plus work experience	High School Diploma or GED plus 6 months mfg experience or equivalent	High School Diploma or GED plus 1 years mfg experience or equivalent
ESSENTIAL DUTIES AND RESPONSIBILITIES <i>Other duties may be assigned</i>		
<ul style="list-style-type: none"> • Work is task oriented, routine repetitive and directed • Learn work procedures, reporting and safety requirements • Meet safety, quality, and efficiency standards in at least 2 work cells (assembly operations or shuttle molds) • Exhibit GRC values. • Follow instruction with close supervision. • Apply basic computer skills to input production information into active entry station 	<ul style="list-style-type: none"> • Work is task oriented, variable, and self-managed • Meet safety, quality and efficiency standards in at least 6 work cells (assembly operations or shuttle molds) • Work is relatively independent, with supervision available to address non-routine questions. • Perform basic set up, material handling and troubleshooting • Work with people inside and outside of the value stream to achieve the best overall result 	<ul style="list-style-type: none"> • Work is technical, variable and self-managed • Operate multiple types of similar or different machines. (<i>Die casters, Shuttles, Extrusion, Strand cutter, flex shaft, Braider</i>) • Interpret various parameter sheets, pressure settings and material specifications • Operate and adjust machine settings to produce quality parts • Perform change overs, set up work and minor maintenance • Work with set up, maintenance and molding to address quality, safety, or machine issues.
TOP 5 COMPETENCIES		
<ol style="list-style-type: none"> 1. Attention to Detail: Makes sure nothing is missed or in error 2. Team Work: helps achieve results and does not invite conflict or drama 3. Learning: Listens to and understand concepts, methods as well as what is expected 4. Teachable: Non-defensively asks questions to understand advise or feedback 5. Communication: prepares and shares information in a way that is understandable 	<ol style="list-style-type: none"> 1. Customer Service: Actively seeks how to make the next person's job safer and easier 2. Organization: Information, materials and tools show application of 5S principles 3. Independence: Understands requirements well enough to act without guidance from others 4. Adaptive: adjusts to changing priorities, tasks, and people without problems 5. Initiative: Finds better ways of doing things, takes action, and influences improvement 	<ol style="list-style-type: none"> 1. Troubleshooting: Identifies what is producing a bad product and what machine settings will fix it 2. Innovation: Brings new and relevant perspectives to improve equipment or parts for production 3. Safety: Assesses machine for unsafe conditions, reports issues, and does not take risks 4. Collaboration: Works well with others to meet schedule and make efficient change overs 5. Awareness: Understands how they impact other work cells and overall production