



WINNING TOGETHER HONORABLY

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**Job Title:** Machine Operator  
**Department:** Fabrication  
**Reports to:** Fabrication Manager  
**FLSA Status:** Non-exempt

**Position Objective:**

- Through the practice of servant leadership; enhance people's lives; operate CNC Machine equipment to safely deliver quality, best value products and services, on time, to internal and external customers.

**Primary Responsibilities:**

- Set up and operate CNC Machines to effectively produce quality parts to required specifications
- Maintain part quality by verifying part to print; observing machining operation to detect malfunctions and need for sharpening or replacing worn tools
- Change tooling, fixtures or jigs as needed to produce part
- Accurately record data in ERP system to capture part movement and cost
- Record issues in SharePoint to ensure proper workflow of corrective actions
- Assist other operators as needed
- Follow safe work practices and perform housekeeping tasks
- Maintain equipment by completing preventive maintenance requirements
- Recommend and implement up-to-date manufacturing methods to increase productivity and reduce costs
- Communicate openly, share knowledge, build positive collaboration between departments and team members
- Support and contribute to department and company metrics
- Be actively engaged in continuous improvement projects and culture

**General Responsibilities:**

- Adhere to, support and promote the Aagard vision and culture statements
- Demonstrate professional, respectful interaction with other team members
- Accurately and professionally represent Aagard to customers and vendors
- Other duties as assigned

**Minimum Requirements:**

- Minimum High School diploma, Associate degree in Machine Tool Technology or related field preferred plus 1 year machine operator experience or equivalent combination of education and/or experience
- Ability to read CAD drawings and blueprints
- Demonstrated ability to set up and operate CNC equipment
- Ability to read and understand the proper use of measuring instruments
- Experience with fabrication or manufacturing
- Basic shop math skills such as rounding, positive/negative numbers, metric system
- Experience or training with computers and ability to learn and use Aagard specific software
- Ability to communicate with a variety of people
- Ability to walk or stand up to 100 percent of the time
- Ability to lift, push, pull up to 50 lbs
- Ability to prioritize tasks
- Must be highly safety conscious
- Observant with attention to detail
- Conscientious of meeting and exceeding the internal customer requirements
- Ability to take action and be proactive
- Strong time management and organizational skills
- Passion for excellence

- Value and build a culture of measurement
- Ability to travel if required

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Team Member Printed Name

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Team Member Signature

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Date