



JOB DESCRIPTION

ARE YOU OUR NEXT
REMARKABLE TEAM MEMBER?



JOB DESCRIPTION: CNC Lathe Machinist

Business: Home Medical Assistive Products Manufacturer

HealthCraft Group is looking for a **CNC Lathe Machinist (Intermediate Level)** to join our growing team.

WHO WE ARE:

HealthCraft Group is a leading Canadian based designer and manufacturer of fall prevention safety solutions for loved ones at risk of a fall in their living space. You will find our products worldwide in over 25 countries helping millions of loved ones daily. Put simply, we are on a mission to make every space a safer place through Fall Prevention Simplified.

WHERE WE ARE HEADING:

HealthCraft is in growth mode and building for the future, which is where you come in. We are searching for a **CNC Lathe Machinist (Intermediate level)** who can bring this mission critical position to the next level and beyond. Buckle up, the position is fast paced and demanding with expectations that you fit and thrive within our unique HealthCraft culture. Come to work every day knowing that what you do matters. HealthCraft changes lives, let it change yours. If you think you fit and have grit, continue reading.

SUMMARY:

Reporting to the Production Manager, the **Machinist** is considered a mid-level position with an opportunity to progress provided the individual demonstrates an interest and willingness to learn new skills. The **Machinist** will be required to perform tasks involving physical labour. Responsibilities will include the operation of large machinery, along with hand and power tools. Working within safety protocols along with workplace policies and procedures is mandatory.

YOU ARE:

- Reliable and punctual
- Hard working, focused on production in a fast-paced environment
- Able to work in physically demanding environment
- Keen attention to detail
- Quick to learn
- Positive contributor to the team attitude and corporate culture with alignment to core purpose
- Perhaps currently held back in the realization of your career potential

YOU ARE NOT:

- A “status-quo is good enough” kind of person

REQUIREMENTS INCLUDE:

- 5 - 10 years of experience working with various CNC lathes with sub-spindle and live tool is a **MUST**. Haas, and Fanuc controller knowledge is a **MUST**.
- Experience with bar feeder is an asset
- Experience with vertical milling machines is a must. (high level skills **not** required)
- High School Diploma, GED or equivalent
- Good math and problem-solving skills
- Comfortable working with machinery and tools and the ability to operate equipment/machinery in a safe and responsible manner
- Consistent quality work with minimal rework/scrap
- Prior experience using various measuring equipment
- Knowledge of various tooling, applications, and usage
- Effective communication skills, English; verbal and written
- Knowledge of workplace safety guidelines
- Safety Footwear

BONUS POINTS IF YOU HAVE ANY OF THESE:

- Experience with Swiss lathes (specifically with Star) is an asset
- Experience working with ISO, quality assurance systems
- Familiar with 5S and Lean Manufacturing principles
- Creative passion(s) such as musical instruments, visual arts, written word
- A history in competitive team sports
- Experience with assistive products or care for older adults / accessibility
- A community service / volunteering history

JOB RESPONSIBILITIES:

- Manufacture high quality, precision metal parts by operating CNC Lathes with sub-spindle and live tooling and CNC vertical milling machines
- Set up and operate CNC lathes accurately **in short times**
- Ability to run 2 CNC lathes with bar feeder
- Ability to QC first offs and parts to fit tolerance specifications
- Good with drawings and understanding of GD&T
- Determine and prepare tooling and fixtures
- Perform daily maintenance on lathes, milling machines and other shop equipment
- Move / handle steel parts using carts and pump truck
- Operate band saw
- Use hand tools to grind, sand and file parts
- Operate drill press and punch press

- **Performance targets (fast paced) related to time and quantity per part**
- General housekeeping
- Compliance with all safety guidelines
- Compliance with all HealthCraft policies and procedures

WORK CONDITIONS

- Job requires ability to work with a variety of hand and power tools
- Ability to lift objects up to 50 lbs
- Must be able to lift, push, pull or carry objects
- Use of Personal Protection Equipment will be required (ear protection, respirator, safety eyewear, safety footwear)
- Continually works near moving mechanical parts
- Requires good manual dexterity
- Excellent stamina is required
- Work in conditions of heat, humidity, dust, noise, repetitive tasks, and hazards associated with a machine shop
- Lengthy periods of time standing

TOTAL COMPENSATION & CARE:

- **Base Salary:** Dependent on experience and demonstrated performance, ranging from \$24.00 to \$28.00 per hour depending on the skills.
- **Performance Award:** Dependent on business success and contribution
- **Formal training:** Budget per year based on growth plan
- **Informal training:** Personal development one-on-one & group coaching/mentoring from Management, Leadership Team, and outside experts on topics such as health & wellness, communication & personality type awareness (DISC), organizational skills
- **Health Insurance:** A comprehensive Employee Benefit Program which includes; Health, Dental, Vision, and confidential Employee Assistance Program (EAP) which includes mental & financial health planning & counseling for you and your family
- **Income Protection:** Long term disability, life insurance and discretionary sick or personal time
- **Paid Time Off:** 3+ weeks: provided as 10 Vacation Days, 3 Paid HealthCraft Personal Days & 3 Common Paid Team Days
- **Paid Statutory Holidays:** 9 Days
- **Social Time:** Frequent Team events such as Live Music Jam sessions, personal development training, Coffee & Donut “meet your teammates” sessions, Team BBQ’s and lunches, Pancake Breakfasts, & Team Spirit Activities.
- **Team Services:** We are a community that looks for opportunities to help with making your life work balance better
- **Parking:** free on-site parking
- **Meaningful and Challenging Work:** An opportunity to work and grow with one of our industry’s top awarded, most innovative companies; one that is making a difference in millions of lives

- **Curated intentional Culture:** A remarkable and intentional organizational culture focused on learning, growth, engagement, and communication

WORKPLACE:

- Manufacturing Environment
- Disciplined / Quality Assurance ISO13485:2016 workplace
- Team Culture; Core Purpose and Core Value driven culture with a monthly measured world class attained employee net promoter score. (eNPS)

ABOUT HEALTHCRAFT:

OUR PURPOSE:

Fall Prevention Simplified for 10 million Loved Ones. To end the epidemic of preventable fall injuries and deaths in the world's living spaces.

OUR CORE VALUES:

R.I.G.H.T.

- Results Oriented
- Improvement Mindset
- Gratitude
- Helpfulness
- Team Driven

HealthCraft promotes the principles of diversity and inclusion. We encourage applications from women, people with disabilities, Aboriginal peoples and persons of all races, ethnic origins, religions, sexual orientations, and gender identities and expressions. HealthCraft provides accommodation during all parts of the hiring process, upon request, to applicants with disabilities. If contacted to proceed to the selection process, please advise us if you require any accommodation.