

Job Profile

Working as part of the production team your primary focus will be to operate new and repeat jobs on our CNC milling machines. You will also be required to provide support to our operators ensuring that all jobs are completed efficiently and on time.

We are looking for you to have high attention to detail, be precise and self-motivated.

Job title CNC Machinist

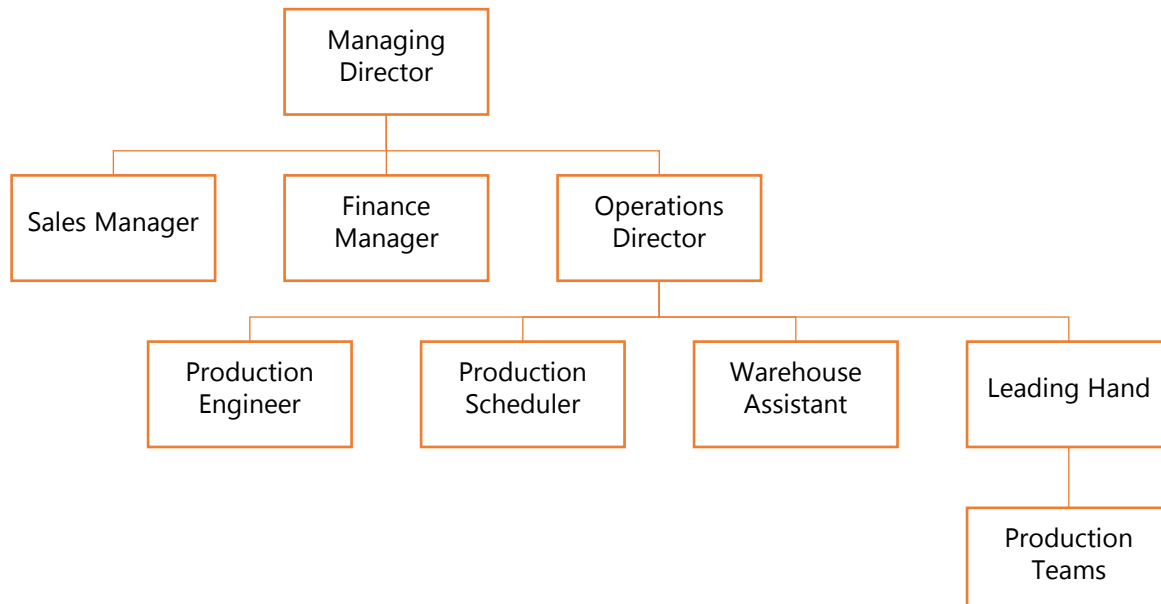
Job description Operating CNC milling machines to manufacture precision metal and plastic components to customer's specifications

Company name Maximum Precision Limited

Location Ashley Park, Witchford, Ely, Cambridgeshire, CB6 2HZ

Reports to Leading Hand

Reporting Structure



Job Functions –

Function	Required	Preferred	Not Required
Operating CNC milling machines, following correct company procedures and methods to maintain consistency	✓		
Machine components to a very high standard and be responsible for own quality	✓		
Achieve efficient run times whilst maintaining a high standard of quality	✓		
Train and assist other team members whenever required	✓		
Maximise workflow on multiple machines	✓		
Ensure programs, tooling and fixtures are saved and stored for future identification	✓		
Always adhere to site Health and Safety standards	✓		
Maintain a clean working environment, work in a safe and professional manner always	✓		
Contribute to continuous improvement of plant efficiencies and performance.	✓		
Any other general duties as required	✓		

Metrics –

Maximum Precision Limited uses a quality management system accredited to ISO 9001:2015 standards therefore employees must support this by adopting an attitude of continual improvement to improve the following metrics.

SAFETY - take action to reduce the number of workplace accidents and ensure near misses are reported.

QUALITY – actively reduce occurrences of non-conforming product through in process inspection and taking action to prevent recurrence.

COST – contribute to the improvement of Overall Equipment Efficiency (OEE) by ensuring daily production schedules are met through achieving planned set and run times and highlighting areas for improvement when this is not possible.

DELIVERY – ensuring we achieve what we set out to by completing operations on time, and ultimately ensuring we are able to fulfil our customers requirements and deliver on time.

PEOPLE - ensuring we are providing the correct training to our people and utilising their skills effectively.

Competencies –

Competencies	Required	Preferred	Not Required
Able to interpret detailed engineering drawings	✓		
Competent in the use of handheld measuring equipment	✓		
Experience with using shadow graph style measuring equipment		✓	
Basic IT skills	✓		
CAD/CAM software knowledge			✓
Basic use of 3D Software (Solidworks)			✓
DNC software knowledge		✓	
Apprenticeship trained or experienced in CNC machining		✓	
Competent use of Fanuc / Haas control	✓		
Good understanding of G and M code programming		✓	
Experience with using 4 th Axis Rotary Tables		✓	
Basic appreciation and understanding of other processes for example anodising, heat treatment, painting, turning, grinding		✓	
Knowledge of machining materials such as stainless steels, steels, aluminium, brass, copper, and various plastics	✓		
Capable of providing accurate and consistent data to support Short Interval Control of equipment performance.	✓		
Capable of contributing to root cause analysis and front-line problem solving, to support continuous improvement of plant performance.	✓		
Experience of Lean Manufacturing principles and practices and ability to apply Lean tools and techniques (5S, OEE measurement, quick kaizen, identification, and elimination of wastes).		✓	

Personal Profile/Attributes

- High attention to detail, precise and the ability to retain accuracy and quality.
- Possesses the ability to remain focused and calm when under pressure.
- Polite and professional always with a courteous, patient communication style.
- Value processes, have high standards and supportive of the team.
- Pro-active approach to personal development and continuous improvement.
- Desire to keep learning and helping other to develop.

Interactions

In this role, you will be expected to always communicate in a friendly and professional manner with customers, suppliers, visitors, and other team members whether via written media, telephone, or face to face.

Expectations

The expectation of all employees of Maximum Precision Limited is to work towards achieving our mission whilst maintaining and improving the company culture by committing to our core values.

MISSION

"To create meaningful employment for engaged, highly motivated people within an excellent environment which is built fir creating positive relationships with everyone we encounter".

"To surround ourselves with people and businesses with the same outlook and values as us, who are willing to support growth and development for all parties".

"To commit to delivering a smooth, efficient and simple customer experience through automated production processes that exceed expectations from beginning to end".

To support this, we encourage employee feedback and continually measure performance of the business and individual. We provide regular 1-2-1 sessions and quarterly reviews designed to provide an opportunity for employees to discuss their job, performance, forthcoming objectives, training needs and future aspirations whilst ensuring everyone has a common vision and understanding.

CORE VALUES

PIONEERING in our approach, technique, and technology.

COLLABORATIVE in our listening, skill sets, the way we work with other businesses and on the execution of projects.

PRO-ACTIVE making things happen, being reliable and taking ownership.

TRUSTWORTHINESS Much of our business is built on trust. We must show that we will take ownership, act with diligence and professionalism and have the confidence in who we, and who our clients are. We should deliver what we promise and show that we take responsibility for all of our actions and interactions.

RESPECTFULNESS We admire the people we work with both internally and externally and we must show those individuals that we treat everyone with the same dignity and respect we would our own families, because they are worthy of our respect and admiration. Our communication must be inclusive, clear, and fair. Everyone we deal with has their own unique personality and it's our job to make sure everyone feels equal.

SUPPORTIVENESS We need to speak to our clients and employees in a way that shows that we understand their world. We should show them that we empathise with them, that we will support them as they grow and develop, that we can help them achieve their goals and that we will celebrate their successes in a warm and accessible way.

Signed (Employee) _____ Signed (For the Employer) _____

Dated _____ Dated _____