

# HICKORY CHAIR®

## JOB DESCRIPTION

### **MACHINE OPERATOR - UTILITY**

FLSA – NON-EXEMPT JOB CODE: 60063

**Department:** Machine - Upholstery

**Reports To:** Machine Room Manager

#### **SUMMARY:**

This position is responsible for leading and operating various woodworking machinery to produce upholstery frame parts.

#### **ESSENTIAL DUTIES AND RESPONSIBILITIES INCLUDE THE FOLLOWING:**

- Must have the ability to answer questions from co-workers in regards the product or sets, assist as needed.
- Must be able to setup and operate a Hauncher as well as a Mortice Tenon.
- Must check co-workers' set-ups for safety and quality.
- Must have the ability to make parts from shop orders and/or patterns.
- Required to set up and operate inverted router and router.
- Must be able to set up and operate the CNC trim and bore and the Richardson trim and bore, and multiple boring machines.
- Required to set up and operate the bandsaw and variety saw.
- Must be able to set up and operate the profile shaper, Bell 100 and Bell 24.
- Required to use a tape measure to verify measurements on the wood.
- Must be able to set up and run a planer, wide belt sander and a rip saw.
- Must follow all safety policies and procedures
- All other duties as assigned

#### **SUPERVISORY RESPONSIBILITIES:**

This job has no supervisory responsibilities.

#### **Education and/or Experience**

High School Diploma or GED is not required, although it is preferred. Required to have 3 years' experience running various woodworking machine for frame parts.

#### **Language Skills**

Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals. May require the ability to write routine reports and correspondence. May require the ability to speak effectively before groups or team members.

#### **Mathematical Skills**

Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals.

#### **Reasoning Ability**

Ability to apply common sense understanding to carry out detailed but uninvolved written or oral instructions. Ability to deal with problems involving a few concrete variables in standardized situations.

#### **Computer Skills**

Must have basic knowledge of computer programs.

#### **COMPETENCIES:**

To perform the job successfully, an individual should demonstrate the following competencies:

**Ability to Execute** - Targets and achieves results, sets and accomplishes challenging goals, prioritizes and manages tasks effectively, maintains an organized system to monitor progress, overcomes obstacles, accepts accountability, sets standards and responsibilities, may provide leadership/motivation.

**Commitment to Task** - Meets commitments, works independently, accepts ownership of projects and outcomes, takes personal responsibility and sets objectives/standards, stays focused under pressure, meets attendance/punctuality requirements, shows a sense of urgency about getting results.

**Communication** - Clearly exchanges thoughts, ideas and messages through written, verbal and non-verbal methods that promote an understanding with the target audience. Creates accurate and punctual reports, delivers engaging presentations, shares information and ideas with others in a timely manner. Listens carefully and attentively.

**Diversity** - Supports an inclusive workplace, incorporates different viewpoints and ideas to maximize performance and contributions of employees.

**Initiative** - Tackles problems and takes independent action, seeks out new responsibilities, acts on opportunities, generates new ideas, practices self-development, demonstrates a bias for action without prompting.

**Innovation** - Generates new ideas, challenges the status quo, pursues ongoing improvements, supports change, encourages originality, solves problems creatively.

**Quality** - Is attentive to detail and accuracy, is committed to excellence, continuously looks for improvements, finds root cause of problems, owns/acts on problems, seeks opportunities to increase effectiveness and efficiency.

**Safety Mindset** - Promotes a respect for safety, keeps workplace clean and safe, supports safety programs, policies/procedures, takes preventative and corrective action to address potential safety hazards and prevent future injuries, resists temptation to cut corners where safety is concerned, follows all safety related company policies and complies with location specific safety rules.

#### **QUALIFICATIONS**

The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

#### **OTHER QUALIFICATIONS**

This position requires good communication skills, and problem-solving skills. Must be able to multi-task and have good organizational skills.

#### **PHYSICAL DEMANDS / WORK ENVIRONMENT**

The physical demands described in the Task Development Worksheet are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The work environment characteristics described in the Task Development Worksheet are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

*See the Task Development Worksheet on the next page.*

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## Task Development Worksheet For: Machine Operator - Utility

(Position)

### Essential Functions

Frequency and number of hours performed:

	Frequency		Number of hours each day									
	Continuous	Intermittent	<1	1	2	3	4	5	6	7	8	>8
Sit		X	X									
Walk		X					X					
Stand	X										X	
Bend		X				X						
Squat		X				X						
Climb		X	X									
Kneel		X				X						
Twist		X				X						

Hand/Arm/Foot Manipulation	Right Y/N	Left Y/N	Frequency
Grasping?	Y	Y	F
Pushing/Pulling?	Y	Y	C
Fine Manipulation?	Y	Y	O
Keying?	Y	Y	R
Reaching above shoulder level?	Y	Y	O
Reaching at or below shoulder level?	Y	Y	O
Repetitive foot use to operate controls?	Y	Y	F
Special visual or auditory requirements?	Y	Y	F

### Lifting and Carrying Demands:

\*N=Never, R=Rare (<1 hr.), O=Occasionally (1-3 hrs.), F=Frequently (4-6 hrs.), C=Continuous (>6 hrs), I=Intermittently

Weight	Lift Frequency (N,R,O,F,C)*	Carry Frequency (N,R,O,F,C)*
<10 Lbs.	F	F
11-25 Lbs.	F	F
26-50 Lbs.	F	F
51-75 Lbs.	R	R
76-100 Lbs.	N	N
>100 Lbs.	N	N

Longest distance carried: 5-10 feet

Heaviest item carried and how far: 50 lbs. /5-10 feet

### Other:

	Y/N
Driving cars, trucks, fork lifts, moving equipment?	Y
Working near hazardous equipment and machinery?	Y
Walking on uneven ground?	Y
Exposure to dust, gas or fumes?	Y
Exposure to noise?	Y
Exposure to extremes in temperature or humidity?	Y
Working at heights?	N