



JOB DESCRIPTION: **CNC Machinist / Programmer / Millwright**
Business: **Home Medical Assistive Products Manufacturer**

Are you a seasoned CNC Machinist that can truly shine in many Machine Shop lanes but stuck in a narrow one? | HealthCraft Group is looking for a **CNC Machinist / Programmer / Millwright** to join our growing team.

Commented [JO1]: Looks great. reads well. made a few nudges. Also - have heard it is important to include a role differentiator statement right at top to help summarize the ideal employee -

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 to protect and extend their potential. Put simply, we are on a mission to make every space a safer place.

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 Machinist / Programmer / Millwright** with wide experience 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.

YOU ARE SPECIAL BECAUSE YOU ARE:

- Mechanically and technically inclined - deep within your DNA
- That person that has always had a love for working with your hands, tinkering, figuring things out, taking things apart and putting them back together, you have that "horse sense", you just know what to do and how to do it
- Able to thrive in a high volume production manufacturing environment
- Eager to learn and grow
- A "roll up your sleeves", hands on person
- Proud to make fixtures, jigs and programs. Can work on lathes and mills, manage machine maintenance and all with the focused outcome to deliver high quality, precision parts
- Experience collaborating with Engineers and Designers and able to figure out needed details to create a prototype from a drawing

- A positive self-starter with a “get it done right” attitude
- Highly organized, detailed and disciplined
- A demonstrated team player who wants to come to work each day to contribute and know what you do matters
- Perhaps currently held back in the realization of your career potential

YOU ARE NOT:

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

YOUR EXPERIENCE SHOULD INCLUDE:

- A minimum 10+ years experience in a high level CNC Machinist / Programmer / Millwright position
- Post secondary education in Manufacturing or equivalent discipline
- Ability to program, edit and interpret G code and M code
- The ability to read and interpret engineering drawings
- The ability to use standard measuring tools to validate conformance
- The ability to do daily equipment maintenance including proper coolant management
- The ability to create parametric models and process CNC programs, as well as create working hand sketches to plan and help build simple projects
- Ability to repair machine tools and complete preventative maintenance routines
- Knowledge of workplace safety guidelines
- Effective communication skills, English; verbal and written

BONUS POINTS IF YOU HAVE ANY OF THESE:

- Lean Six Sigma green belt or higher
- Familiarity with 5S and Lean Manufacturing principles
- Experience working with ISO, quality assurance systems
- Creative passion(s) such as musical instruments, visual arts, written word
- A competitive spirit that strives for the best in everything
- A team player that knows and understands the importance that winning as a team brings to a group
- Experience with assistive products or care for older adults / accessibility
- A community service / volunteering history

JOB RESPONSIBILITIES:

- Set up and operate multi axis CNC milling and turning equipment
- Create CNC programs using Fusion 360
- Develop work holding and operation sequencing solutions
- Create parametric models and 2D drawings
- Build tooling to support manufacturing and assembly processes
- Collaborate with co-workers to identify improvement in workflow
- Maintain an organized work area compliant with company standards
- Perform QA/QC verifications to consistently meet all quality specifications and standards
- Create and revise Standard Operating Procedures (SOP's) for new and existing products
- Calibrate measuring tools
- Total Preventative Maintenance for manufacturing equipment and machinery
- Share knowledge and experience to help train and develop co-workers
- Meet production schedules and deadlines
- Facility maintenance (troubleshooting)
- **Maintain 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

TOTAL COMPENSATION & CARE:

- **Base Salary:** Dependent on experience and demonstrated performance, ranging from \$35.00 to \$45.00 per hour
- **Performance Profitability Award:** based on business success and contribution
- **Formal training:** Budget each 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 and more
- **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 sick / personal time
- **Paid Time Off:** 4+ weeks: provided as 15 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 team mates" 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

Commented [JO2]: huh?

Commented [JO3R2]: maybe workholding ?

Commented [KS4R2]: I will have to ask Steve on this one, he added that point

- **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:

“To Protect and Extend Human Potential” We are committed to being the best organization on planet earth at connecting passionate people, progressive ideas and effective product solutions to end the epidemic of preventable fall injuries and deaths in the living spaces of the world.

OUR CORE VALUES:

- New Day. New Ideas: Continuous Improvement
- Keep Giving. Keep Growing: Teamwork
- Small Detail. Big Impact: Quality
- Say hello. And then some: Care

OUR BRAND PROMISES:

- **SIMPLICITY:** You will find a thoughtful, professionally curated collection of products that are effective and actually work
- **SAFETY:** Your living space (and you) will be made safer, and...
- **PEACE-OF-MIND:** We will help you figure out the details with a collection and community of knowledge to guide you

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.

We would love to discuss this opportunity with you. To start the conversation please email your resume to jobs@healthcraftproducts.com

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