



HEALTHCRAFT

JOB DESCRIPTION

ARE YOU OUR NEXT
REMARKABLE TEAM MEMBER?



EVERY SPACE
A SAFER PLACE

JOB DESCRIPTION: Metal Fabricator / Welder
Business: Home Medical Assistive Products Manufacturer

You are ready to join a welding team that successfully produces a high volume of precision parts. You deliver a quality weld with minimal scrap or rework. You want more responsibility where you can demonstrate your capabilities. You want to drive impactful changes that will contribute to company success and the customer experience.

You bring junior to intermediate experience in TIG and MIG welding and are familiar with operating a Robotic Welder. You are ok knowing you will not always be welding; when needed you will help with other manufacturing jobs. You have the endurance and energy to successfully hit daily targets.

HealthCraft may be your next big step...

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 through Fall Prevention Simplified.

Where We Are Heading:

HealthCraft is in a growth mode and building for the future, which is where you come in. We are searching for a **Metal Fabricator / Welder** with valuable experience who can bring this 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.

Job Responsibilities:

- € Produce a high volume of precision, high quality TIG welds
- € Majority of work is TIG welding, some MIG welding and Robotic Welder operations
- € Prepare jigs and set up for welding
- € Read and interpret drawings necessary to complete jobs
- € Operate grinders to prepare parts for welding
- € Clean or degrease material prior to welding
- € Ability to use precision tools (caliper's) to verify parts against drawings
- € Weld metal products using manual or semi-automatic welding equipment in various positions (vertical, horizontal)
- € Test and inspect welds
- € Program, set up and operate Robotic Welder (training will be provided)
- € Perform routine maintenance on welding equipment
- € Move / handle steel parts using carts, pump truck
- € Operate hand and power tools, machinery; grinder, cold saw, punch press, bender
- € **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

Desired Competencies:

- € Physically fit
- € Hand and eye coordination
- € Wears a "smile" and has a positive outlook on life
- € Outstanding attendance and punctuality record, wants to be here
- € Puts in a full day of work
- € Demonstrates a keen attention to detail
- € Takes pride and ownership in a job well done
- € Quick to learn
- € Positive contributor to team attitude and corporate culture
- € Flexible, adaptable, can go with the flow of things
- € Team Player, great teammate
- € Mechanically and technically inclined

Your Experience Should Include:

- € High School Diploma, GED or equivalent
- € Math and problem-solving skills
- € 2 years of general, high-volume production welding (TIG welding preferred)
- € Excel in production / repetitive processes
- € 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 raw materials and their weldability
- € Effective communication skills, English; verbal and written
- € Safety Footwear
- € Knowledge of workplace safety

Total Compensation & Care:

- **Salary: \$23.00 to \$26.00** per hour depending on experience, results, and growth potential.
- **Performance Awards: Earn up to \$2,000 / year additional** based on personal and company performance.
- **Professional Development:** We will work together to provide continuous learning and development opportunities.
- **Informal training:** Personal development one-on-one & group coaching/mentoring from our C.O.O., 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.
- **Volunteer Time:** We believe that we are only as strong as the community we serve, we will provide support for volunteer time where required to assist you in achieving your philanthropic goals.
- **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 Environment:

- Monday to Friday, 7:30 am to 4:00 pm.
- Manufacturing (Machine Shop) Environment.
- ISO13485.
- Lean Manufacturing.
- Use of Personal Protection Equipment will be required (ear protection, respirator, safety eyewear, safety footwear).
- Work in conditions of heat, humidity, dust, noise, repetitive tasks, and hazards associated with a machine shop.
- Team Culture; Core Purpose and Core Value driven culture with a monthly measured world class attained employee net promoter score. (eNPS).
- < 50 Employees.

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. Fall Prevention Simplified.

Our Core Values:

- R.I.G.H.T.
- Results Oriented
- Improvement Mindset
- Gratitude
- Helpfulness
- Team Driven

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