

Weld Associate



Reports to: Supervisor	Division: Sedalia
FLSA Classification: Non-Exempt	Department: Production
Last Revised: March 21, 2024	

Job Summary

Performs hand-welding operations on a variety of standard and special food service equipment products for domestic or international shipment in accordance with welding requirements, dimensional, and alignment specifications. Utilizing welding methods and techniques in MIG, TIG, or Handheld Laser as well as performing smoothing, polishing, or grinding.

Team members often start in one functional area, it is expected and not uncommon for them to be moved throughout the plant to support business needs.

Job Duties & Responsibilities

Welders are expected to learn and grow through the levels by progressively building knowledge, skills, proficiency, and ownership with the following key duties and responsibilities. Being coachable and collaborative, adhering to standard work and safety protocols while completing welding tasks. As well as prioritizing quality, advocating for lean processes, assisting in training, and promoting Duke values.

Position and title are determined by departmental needs and requirements. Ability to do some or all duties listed does not automatically indicate or qualify as an advanced position.

	Level	1	2	3
Follow written instructions, standard work, and general safety rules		X	X	X
Prep and position parts for welding with the use of jigs, fixtures, and clamps		X	X	X
Determine weld requirements from reading and interpreting blueprints and drawings		X	X	X
Accurately measure, mark, and tack weld parts in preparation for final welding		X	X	X
Proper selection of weld type, machine settings, wire speed, and filler rod based on standards for the material being welded		X	X	X
Perform precise weld techniques ensuring proper penetration of weld		X	X	X
Weld and inspect units for defects and weld burns		X	X	X
Remove excess metal and defects utilizing grinder, filer, sander, polisher to achieve proper finish		X	X	X
Understand and administer training effectively		X	X	X
Collaborate effectively on team projects		X	X	X
6S department workstations and suggest waste reductions ideas		X	X	X
Actively support problem solving events including follow up on corrective action items		X	X	X
Update and/or engage in the Hour-by-Hour Board conversations		X	X	X
Close out travelers			X	X
Reason and calculate dimensional solutions			X	X

Read and interpret custom blueprints		X	X
Move where the work is and produce quality product in all functional areas			X
Support and implement new welder training needs			X
Work with engineering on production viability			X
Research and learn new innovative technology			X
Able to support Lead duties and responsibilities, including back up			X

Essential Knowledge, Skills, and Abilities

	Level	1	2	3
General Safety Rules		X	X	X
Required PPE Listing		X	X	X
MSDS (SDS) Library		X	X	X
Standard Work for Workstation		X	X	X
Combination Sheets		X	X	X
Bar Charts		X	X	X
Hour by Hour Board		X	X	X
Understanding of Weld equipment design and use		X	X	X
Understanding of Measuring equipment types and use		X	X	X
Basic weld		X	X	X
MIG, TIG, and handheld laser weld techniques			X	X
Computer Basics			X	X
EPICOR			X	X
Braze Training Certification			X	X
Advanced proficiency in all areas of welding for all functional areas				X
First pass calls on quality issues				X
Effective written and verbal communication with various levels of the organization				X

Required Experience

In addition to above items Production Associates will need the following to advance

Level	Qualifications
1	Entry, basic weld experience preferred
2	Successful completion of competency test
3	Previously high performing level 2

Physical Job Requirements

1. Speaking to employees and customers. - The ability to speak clearly and communicate information and ideas in speaking so others will understand.
2. Listening to employees and customers. - The ability to listen to and understand information and ideas presented through spoken words and sentences.
3. Sitting for extended periods of time.
4. Walking for extended periods of time.
5. Standing for continuous periods of time without being able to leave the work area.

6. Able to lift, push, or pull up to 40 pounds.
7. Carrying objects (in arms or on shoulders).
8. Grasping (applying pressure to objects).
9. Reaching (extending hands and arms in any direction).
10. Stooping and crouching (bending downward and forward).
11. Feeling (perceiving attributes of objects such as size, shape, temperature, or texture).

Mental and Visual Job Requirements

1. Visual ability required includes close vision, peripheral vision, depth perception and the ability to adjust focus.
2. Ability to identify and distinguish colors may be required- Assemblers or Operators will need to be able to identify different color wires or use controls on machines.
3. Ability to judge distance and space relationships.
4. Ability to learn and comprehend instructions and orientation to the job.
5. Ability to concentrate attention on task at hand for extended periods of time.

Required Abilities

The physical demands described here 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.

Workplace Environmental Conditions:

This job operates in a manufacturing environment.

While performing duties of this job, you are frequently exposed to work near moving mechanical parts, electrical current and chemicals. The noise level in the environment is usually moderate.

Essential duties listed herein is not exhaustive and an employee may be required to perform additional tasks. By signing below, you acknowledge and understand the full job description.

Employee Signature and Date:	
Employee Printed Name:	