

Buyken Metal Products

JOB DESCRIPTION

POSITION: Fabrication Operator – Non-exempt
DEPARTMENT: Production
Location: 1216 4th Ave N. Kent, WA 98032
Hours: Full-time (6AM to 2:30PM, Monday thru Friday) or (2 to 12:30, M→ TH)
Benefits: As define in Buyken’s Employee Handbook
Open Date: Available now
Pay: DOE + extensive benefits
Labor: Non-Union Shop
Environment: In-doors, heated shop

Responsibilities:

- Reports to the Production Manager
- Receives daily production schedule and priorities and works with fellow operators to meet the production schedule on time with zero defects
- Uses work order traveler and drawing to perform assigned tasks as prescribe in the traveler to specification
- Is courteous, personable and respectful of all fellow employees
- Cross trains and learns as many jobs as possible to be flexible and able to perform as many jobs as possible
- Works to keep self and fellow company employees safe and out of harms way
- Follows quality procedures and works with QC manager to ensure quality parts are being produced
- Ensures housekeeping practices are performed
- Communicates with team members important information that needs to be shared
- Helps to work efficiently and shares information on how to improve performance
- Correctly accounts for quantity of pieces made and for clocking in and out of work centers correctly
- Comes to work on time and is in position to make parts when the shift bell rings
- Works with other departments as part of a team to help drive growth, efficiency, and profitability

Competency requirements:

- Must have reliable transportation to be at work on time every day
- Must be able to lift thirty pounds without assistance and have full physical capability of all limbs
- Must be able to read at arms length customers’ drawing, work instruction and procedures in English
- Must be able to sit, stand and move around continuously for up to 10 hours per day
- Must be able to record information required on shop traveler
- If hired into the apprenticeship program must have high school diploma or GED
- Competency on using the many different types of equipment is determined on a case-by-case basis and is recorded on a skills matrix. The level of competency determination is made by observation and decided on by the operations manager in consultation with Production Leads, and input from other fabricators and is a judgement decision.
- The skill for the operations on the various equipment is attained by on the job training or can be skills already obtained from other job experience.
- When and If Buyken acquires work that requires certification of certain work types or people performing work (for example welding), then Buyken will train and certify the people doing the work or acquire an employee that is already certified to the customer’s requirement if the certification is not already held.

PHYSICAL REQUIREMENTS

- Must be able to lift forty pounds without assistance on occasions (boxes of papers)
- Must be able to sit, stand and move around continuously

Company Overview:

Buyken is a precision metal fabrication company that has been around since 1939. We have a dedicated team of experienced people with the common goal of creating the highest quality manufacturing solutions to meet our customers growing and changing needs. We stand by a few mantras: Do what is right for our customers, employees and community.

Benefits offered (one of the best in the industry):

- 100% of medical, dental, vision and life expenses are covered (how many companies can say that?)
- Buyken pays part of your yearly max deductible as well, which is unheard of
- 401k retirement benefits with company match on top of:
- Safe-harbor investment (we put money into your retirement even if you don't!)
- Tuition reimbursement program and extensive training programs/opportunities/certifications
- No-limit profit sharing. When the company does well all benefit with no cap.
- Yearly awards, BBQs and other activities to foster team morale
- Our long tenure and near zero turn-over is a testament of doing what is right for our employees

Attitude:

You can't train for attitude, drive and self-motivation. Most everything is trainable if you have a good base to work from. You must hold yourself to a high standard of quality and accountability like the rest of the team.