

KOLBERG-PIONEER, INC.

Position Description

Hourly / Direct

POSITION: WELDER
REPORTS TO: DEPARTMENT SUPERVISOR
UPDATED: JUNE 15, 2011

Basic Function

Work is performed under the supervision of the Department Supervisor and in cooperation with the Department Leader.

Primary Duties and Responsibilities

1. Perform welding duties using GMAW (Gas Metal Arc Welding), FCAW (Flux Core Arc Welding), and SMAW (Stick Welding).
2. Weld together steel components as specified by weld procedures, layout, blueprints, diagram, work order, or oral instructions.
3. Work includes set up, laying out work using fixtures and guides to repair, modify, or fabricate parts and/or equipment.
4. Welds range from simple tacks to complex welds, performed in varying positions.
5. Acquire welding certification by the KPI Quality Control Department for the type of welding you are assigned. Attainment of 1G welding certification is the minimum requirement for all KPI welding positions.
6. Operate and/or use related equipment and tools which include forklifts, hoists, slings, grinders (portable & bench), hand tools, tape measure, drills, punch.
7. Read, understand, and follow job order specifications, blueprints, work instructions, and procedures.
8. Maintain level of work performance in accordance with Kolberg-Pioneer Quality Control Standards and/or job order specifications.
9. Job requires using a computer mouse to access and open/close computer documents.
10. Perform or assist in other assigned duties as qualified.

All duties must be performed in compliance with Company policies relating to safety and housekeeping.

Essential Qualifications

1. Perform work standing on concrete up to 12 hours per day.
2. Must be able to work in various positions including kneeling, squatting, bending, and reaching. (Temporary variances may be accommodated based on employee's primary assignment.)
3. Use hand tools including welding gun.
4. Primary work assignment will require employees to be able to frequently push/pull/lift up to 45 pounds. Employees may occasionally push/pull/lift greater than 45 pounds if they are physically able to safely do it. Employees are encouraged to use caution at all times when pushing/pulling/lifting. Please consider the size, shape, weight of the object to be pushed/pulled/lifted, the path and the distance you must travel along with your own physical ability. If necessary, please seek assistance with pushing/pulling/lifting tasks. Employees should never lift more than they are physically able to do.
5. Perform work in heavy industrial setting involving congestion, with exposure to industrial fumes, smoke, dust, and noise.
6. Computer experience desired, particularly the ability to use a mouse, and locate and open/close files.

Wage Group 2: Welders doing flat welding must be able to operate a cutting torch and a grinder. Blueprint reading and comprehension of blueprint measurements and symbols required. May help Wage Group 3 welders to do set-up, but not in charge of job. Minimum set-up only, limited to jobs with few parts or work made in fixtures. Must pass a flat-weld bend test. Expected to do set-up when using jigs and fixtures. Must be capable of making adjustments to the welding machine for different material and different thickness material. Must be able to learn how to read work orders and bills of material.

Wage Group 3: Must meet all requirements for Wage Group 2. All position welding and air arc desirable. Must be capable of setting up complicated jobs of all sizes routinely by reading and comprehending a print, and be willing to take two or three other employees and act as a project leader. Must pass AWS Test for the welding projects that are required.

Wage Group 4: Must meet all requirements for Wage Groups 2 and 3. Welders must be assigned to the Heavy Welding Dept. Must be proficient with flux core wire including 0.045, 1/16th, and 3/32nd sizes, and have the 1-G Unlimited flux core weld certification. Must have the ability to do all welding tasks in the Heavy Welding Dept.

This description is intended as a guide only. The listed duties may be changed at the discretion of the incumbent's supervisor.