



"Inspire and empower people to create innovative product solutions that revolutionize the industry"

Position: Industrial Painter/Coater/Blaster (Level I / II / III)
Reports To: Production Supervisor

Status: Non-Exempt
Approval Date: 11/4/19
Last Revised: 11/4/19

Position Summary

This position will be responsible for the application of paint products in accordance with customer specifications and requirements. This position is also responsible for cleaning, preparing, and coating products. The various Level positions include varied semi-skilled functions of each position where the employee is expected to develop proficiency in each area. The proficiency in each of these paint / coating / blasting functions allow the business to direct the flow of staff where the business need is greatest.

Steffes Core Values

Trust: We promote growth and long-term success by making wise decisions with trust as an essential component.

Respect: We unleash creative talents of our diverse workforce by treating each other the way we would like to be treated.

Teamwork: We believe people achieve much more by working together.

Integrity: We follow through and keep our word while being open, honest, ethical, and fair.

Safety: We view our co-workers as family members of our business and strive to ensure safety for all.

Humility: We recognize and appreciate strengths and contributions beyond one's self. We are modest, genuine, and authentic.

Key Responsibilities:

Level I:

1. Application of either paint / coating / blasting in accordance with customer and QMS specifications/requirements.
2. Able to clean, prepare, paint, coat, and clean up tanks and other products.
3. Follow and understand standard work, training guides, procedures, and acceptance criteria to meet customer requirements.
4. Able to use various hand tools.
5. Follow and understand build boards and Kanban system requirements.
6. Report inconsistencies and/or defects in material, product, or equipment.
7. Maintain a positive work atmosphere by acting and communicating in collaborative manner with customers, suppliers, co-workers, and management.
8. Helps company meet its Strategic, Quality and Safety objectives.
9. Works under the direction of the Painter - Coater – Blaster lead.
10. Other duties may be assigned.

Level II: (in addition to tasks associated with Level I)

1. Performs and displays Proficiency in at least two areas of Blasting, Coating, or Painting.
2. Sandblasting parts to remove paint, rust, and imperfections from the surface.
3. Troubleshoots equipment malfunctions and completes preventive maintenance.

Level III: (in addition to tasks associated with Level I and Level II)

1. Performs work to the level of a Subject Matter Expert in at least two areas of Blasting, Coating, or Painting.
2. Expected to be in a team lead role by assisting and planning thereby being responsive to the company's goals and objectives.

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2	11/4/2019	NEllingson	KHeidt	Revision (addition of levels) - Update - Format



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Core Expectations

Customer Service - Demonstrate excellent customer service and display a positive attitude and behavior consistent with the Steffes Code of Conduct and Core Values.

Quality - Actively support and participate in Quality Improvement.

- Take immediate action in unsafe situations.
- Adhere to all safety standards; thus, promoting safe practices to ensure a safe environment.

Conduct - Demonstrate and support the Steffes Code of Conduct.

Policies and Procedures - Demonstrate and support Steffes Policies and Procedures by:

- Using tact, sound judgement, and maintaining a professional attitude in communication and relationships with others.
- Striving to deliver the best quality in daily work.
- Promoting a positive image of Steffes and its products.
- Being timely and punctual in attendance and following all policies and procedures.

Job Requirements/Qualifications

- High School Diploma or GED
- 1+ years of prior work experience in related field
- Basic computer knowledge (Windows, email, internet, etc.)
- Written and verbal communication, math, reading, and spelling skills

-OR-

- An acceptable combination of education and experience

Physical Demands of Position

- This position requires walking, sitting, or standing to a significant degree
- This position requires working in a confined space with (<25%) of our products – thus subject to working in tight spaces
- This position requires working inside a blast booth on some products
- Must have the ability to lift 70 pounds from floor to waist, carry 50 pounds, and push and/or pull up to 100 pounds
- Must have the ability to climb ladders and/or stairs
- Stooping, crouching, kneeling, and bending
- Handling, feeling, and gripping would be required for some activities
- Visual acuity is required to inspect work completed
- This role may be subject to internal and external environmental conditions

Acknowledgement

The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified. All personnel may be required to perform duties outside of their normal responsibilities. Nothing in this job description restricts management’s right to assign or reassign duties and responsibilities to this job at any time.

I acknowledge that I understand the information contained in this document and can perform the essential functions of this job without accommodations. I also acknowledge that employment with Steffes Solutions LLC is at-will and not for a specific period and can be terminated at any time, with or without cause or notice, by Steffes Solutions LLC.

Employee Signature: _____

Printed Name: _____

Date: _____

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