

AT PHOTONIS Defense our dedicated and talented employees are the foundation of our success. We have a full time first shift opportunity in our Lancaster facility for a Production Operator. The ideal candidate will have some prior manufacturing experience and must be willing to learn and grow their skills on the job by readily accepting various tasks related to our production operation. Work may include product assembly, exhaust, plating, shipping and receiving duties, with specific skills in our Plating Department. We welcome those with the determination, energy and vision to make a positive impact!

Summary:

Conduct process steps of preparing parts and assemblies for plating, plate parts and do physical inspection of plated parts for compliance to part or assembly specification. Provide training to assembly and test staff as needed associated with cleaning, plating, and finishing of parts and assemblies.

Essential Duties and Responsibilities include the following: Other duties should be anticipated.

- Perform parts and assembly cleanup and preparation for finishing/plating requirements
- Verify plating is within process requirements
- Maintains plating baths and associated equipment
- Understands necessary process documentation, including the ability to read mechanical drawings and documentation
- Assists with process documentation updates as needed
- Assists Technical Staff Members and Engineer(s)
- Product troubleshooting and defect analysis
- Provide training to assembly and test staff
- Develops and implements process improvements
- Ability to operate forklift along with small and medium crane
- Complete as needed formalized Electroplating & Surface Finishing training courses
- Promote and encourage the understanding and use of the ISO 9001 based Quality Management System
- Ability to work with tools and small intricate parts
- Previous experience operating production machinery, high voltage or welding a plus
- Ability to communicate, read and understand instructions in English
- Ability to lift up to 50 lbs.
- Ability to analyze and troubleshoot mechanical issues a plus
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- Stable, verifiable work history

Employment in this position is governed by a collective bargaining agreement. Membership in the union or payment of an agency fee is required.

Competencies:

To perform the job successfully, an individual should demonstrate the following competencies:

Judgment – In rare cases makes decisions in the absence of specific policies and procedures, and/or guidance from supervisor.

Dependability - Follows instructions, responds to direction; keeps commitments.

Teamwork - Works productively and makes a positive contribution in a team environment.

Attention to Detail - Thorough when performing work and conscientious about attending to detail.

Quantity and Quality - Meets productivity standards; works efficiently but maintains a high level of detail.

Oral Communication - Listens and gets clarification; responds well to questions in the English language; effectively presents information to individuals of the organization.

Safety and Security - Ensures safety procedures are followed; reports potentially unsafe conditions; uses equipment and materials properly.

Qualifications:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education/Experience/Technical Knowledge:

High School Diploma or general education degree (GED) or equivalent experience required.

Two-year degree or certificate from a post-secondary technical school or college is a plus.

Training in Electroplating & Surface Finishing is a plus.

Ability to accurately read and interpret technical drawings including blueprints and schematics.

2 - 5 years' experience in a relevant technical internal position or equivalent external work experience

Language Ability:

Ability to read and interpret documents such as safety rules, operating and maintenance instruction, and procedure manuals composed in English. Ability to compose routine reports and correspondence in English. Ability to speak effectively with employees of the organization.

Math Ability:

Basic math skills required including ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to compute rate, ratio, and percent and to draw and interpret bar graphs.

Reasoning Ability:

Ability to apply common sense understanding to carry out instructions furnished in written, oral, or diagram form. Ability to deal with problems involving several concrete variables in standardized situations.

Computer Skills: Basic computer skills required, including word processing, spread sheets, MRP and database software applications; ability to follow computer generated work orders.

Work Environment:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee works in a high-tech manufacturing environment

with moderate to loud noise levels. The employee works near moving mechanical parts; works in places with fumes, airborne particles, and toxic or caustic chemicals. Some areas carry a limited risk of electrical shock.

Various PPE devices & equipment such safety glasses, gloves, aprons, masks are required.

Physical Demands:

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.

The employee must frequently lift and/or move up to 40 pounds.

Specific vision abilities required by this job include close and distant vision, ability to distinguish color, peripheral vision, depth perception, and the ability to adjust focus.

While performing the duties of this job, the employee is regularly required to use hands to finger, handle, or feel. The employee is frequently required to stand; walk; reach with hands and arms; talk or hear. The employee is occasionally required to sit.¹

Ability to maintain reliable, regular daily presence at the company's site of operations during normal business hours. ¹

¹ The above statements are intended to describe the general nature and level of work being performed by people assigned to this job. They are not intended to be an exhaustive list of all responsibilities, duties and skills required of personnel assigned to this job. This position is at will, which means that either the employee or Photonis may terminate the employment relationship at any time, with or without notice and for any reason or no reason.