**Job Title:** Production Team Member

**Department:** Production / Direct Wages

**Reports to:** Supervisor, Production

**FLSA Status:** Non-Exempt

**Pay Type:** Hourly

**Objective of the Position:** Loading and unloading components into robotic weld cells, canning, stuffing or other assembly stations. Operates equipment including robotics weld cells, canning, stuffing or other assembly equipment to produce component parts or complete exhaust systems.

Essential Accountabilities: The position incumbent ensures, that

* Select appropriate parts to load into welding fixture or cells.
* Clamp work pieces into holding fixture on machine bed, or turntable.
* Start machine, observe welding action, and examine weld for defects.
* Label exhaust system or component, then load onto leak testing fixture.
* Scan completed part, perform leak test then load part onto in-process flow rack.
* Record setup and production data.
* Participating during audit processes.
* Maintain cleanliness and organization of work area assigned.
* Support and participate in continuous improvement efforts to include Kaizen, 5S, TPM and other continuous improvement efforts, as required of this position.
* Operate machines safely and identify unsafe work behaviors, areas, and methods and immediately reports them to Supervisor.
* Identify and react to production problems (shortage of raw materials, inventory issues, out of spec raw materials, quality issues, etc.).

Secondary Accountabilities: The position incumbent ensures, that

* Conduct all business related activities for, and on the behalf of, Eberspaecher within the limits of applicable local, state, and federal legal requirements.
* Provide support to, and compliance with, all local and corporate Eberspaecher Health, Safety & Environmental (HSE) policies, procedures and other HSE related requirements.
* Quality - Demonstrates accuracy and thoroughness and follows all ENA polices related to TS16949 and ISO 14001; looks for way to improve and promote quality.
* Other duties as assigned.

Requirement Profile:

Professional Background / Basic Qualification / Work Experience:

* High school diploma or general education degree (GED).
* Minimum three (3) months related experience and/or training in a production manufacturing environment preferred.
* Entry level knowledge in welding and metal forming techniques and processes a plus.
* Willingness and flexibility to work a variety of shifts that involve all days of the week as needed. This includes ability and willingness to work overtime on short notice as determined by the business.

Technical Expertise:

* Ability to read and comprehend simple instructions, short correspondence, and memos, and write simple correspondence.
* Strives to continuously improve expertise, knowledge and skills.
* Demonstrates accuracy and thoroughness; Monitors own work to ensure quality

Methodical Competence:

* Ability to maintain a safe and clean work environment.
* Attendance/Punctuality - Is consistently at work and on time.
* Organizational Support - Follows policies and procedures; Supports organization's goals and values.
* Dependability - Follows instructions, responds to management direction.
* Ability to supports implementation of Lean Manufacturing principles as directed by management.
* Observes safety and security procedures.

Interpersonal Competence:

* Ability to communicate to supervisors and other associates with concerns or questions.
* Speaks clearly and persuasively in positive or negative situations; listens and gets clarification; responds well to questions.
* Writes clearly and informatively; Able to interpret written information;
* Have a basic understanding of math.
* Ability to work as a Team Member towards overall company objectives. Teamwork – Contributes to building a positive team spirit.
* Ability to define problems, understands concepts related to work.

Supervisory Competence:

This position has no supervisory responsibilities.

Working Conditions:

* This position involves working indoors around mechanical and hazards, fumes, irritants, with exposure to cold, heat and high noise levels under adverse conditions.
* While performing the duties of this job, the employee is exposed to moving mechanical parts and fumes or airborne particles.

Physical Requirements:

**Sits:** Occasionally .25 - 2.5 hours daily

**Stands:** Continuously 5.5 - 8 hours daily

**Walks:** Occasionally .25 - 2.5 hours daily

**Drive:** Never

**Lift/Carry 0-10 lbs.:** Continuously 5.5 - 8 hours daily

**Lift/Carry 10-20 lbs.:** Continuously 5.5 - 8 hours daily

**Lift/Carry 20-50 lbs.:** Occasionally .25 - 2.5 hours daily

**Lift/Carry 50- over 100 lbs.:** Occasionally .25 - 2.5 hours daily

**Reach Above:** Frequently 2.5 - 5.5 hours daily

**Bend/Stoop:** Frequently 2.5 - 5.5 hours daily

**Use Hands for Pushing/Pulling:** Frequently 2.5 - 5.5 hours daily

**Use Hands for Manipulations:** Occasionally .25 - 2.5 hours daily

**Stress Level of Job:** Moderate

The statements herein are intended to describe the general nature and level or work being performed by employees, and are not constructed as an exhaustive list of responsibilities, duties, and skills required of personnel so classified. Further, they do not establish a contract for employment and are subject to change at the discretion of Eberspaecher North America, Inc.

**Date:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Employee:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_