



HEALTHCRAFT

JOB DESCRIPTION

ARE YOU OUR NEXT
REMARKABLE TEAM MEMBER?



EVERY SPACE
A SAFER PLACE

JOB DESCRIPTION: **Machinist**

Business: **Home Medical Assistive Products Manufacturer**

HealthCraft Group is looking for a **Machinist** to join our growing team.

WHO WE ARE:

HealthCraft Group is a leading Canadian based designer and manufacturer of fall prevention safety solutions for loved ones at risk of a fall in their living space. You will find our products worldwide in over 25 countries helping millions of loved ones daily to protect and extend their potential. Put simply, we are on a mission to make every space a safer place.

WHERE WE ARE HEADING:

HealthCraft is in growth mode and building for the future, which is where you come in. We are searching for a Machinist who can bring this mission critical position to the next level and beyond. Buckle up, the position is fast paced and demanding with expectations that you fit and thrive within our unique HealthCraft culture. Come to work everyday knowing that what you do matters. HealthCraft changes lives, let it change yours. If you think you fit and have grit, continue reading.

YOU ARE:

- Mechanically and technically inclined
- Happy in a high volume production manufacturing environment
- A “roll up your sleeves”, hands on person
- Proud to program, produce and deliver precision parts
- Eager to learn and grow
- A positive self-starter with a “get it done right” attitude
- Highly organized, detailed and disciplined
- Perhaps currently held back in the realization of your career potential
- A demonstrated team player who wants to come to work each day to contribute and know what you do matters

YOU ARE NOT:

- A “status-quo is good enough” kind of person

YOUR EXPERIENCE SHOULD INCLUDE:

- A minimum 3 years experience operating CNC machine tools
- Post secondary education in Manufacturing or equivalent discipline
- A working knowledge of G and M code programming
- The ability to read engineering drawings
- The ability to use standard measuring tools to validate conformance
- The ability to do daily equipment maintenance including proper coolant management
- Knowledge of workplace safety guidelines
- Effective communication skills, English; verbal and written

BONUS POINTS IF YOU HAVE ANY OF THESE:

- CNC programming experience
- Lean Six Sigma green belt or higher
- Experience working with ISO, quality assurance systems
- Creative passion(s) such as musical instruments, visual arts, written word
- A history in competitive team sports
- Experience with assistive products or care for older adults / accessibility
- A community service / volunteering history

JOB RESPONSIBILITIES:

- Read, understand and follow drawings and specifications
- Set up and operate multi axis CNC milling and turning equipment
- Develop working hold and operation sequencing solutions
- Build tooling to support manufacturing and assembly processes
- Collaborate with co-workers to identify improvement in workflow
- Maintain an organized work area compliant with company standards
- Perform visual inspections to consistently meet all quality specifications and standards
- Create and revise Standard Operating Procedures (SOP's)
- Share knowledge and experience to help train and develop co-workers
- Meet production schedules and deadlines
- **Performance targets (fast paced) related to time and quantity per part**
- General housekeeping
- Compliance with all safety guidelines
- Compliance with all HealthCraft policies and procedures

TOTAL COMPENSATION & CARE:

- **Base Salary:** Dependent on experience and demonstrated performance, ranging from \$24.00 to \$28.00
- **Performance Award:** Dependent on business success and contribution
- **Formal training:** Budget per year based on growth plan
- **Informal training:** Personal development one-on-one & group coaching/mentoring from Management, Leadership Team and outside experts on topics such as health & wellness, communication & personality type awareness (DISC), organizational skills
- **Health Insurance:** A comprehensive Employee Benefit Program which includes; Health, Dental, Vision, and confidential Employee Assistance Program (EAP) which includes mental & financial health planning & counseling for you and your family
- **Income Protection:** Long term disability, life insurance and discretionary sick or personal time
- **Paid Time Off:** 3+ weeks: provided as 10 Vacation Days, 3 Paid HealthCraft Personal Days & 3 Common Paid Team Days
- **Paid Statutory Holidays:** 9 Days
- **Social Time:** Frequent Team events such as Live Music Jam sessions, personal development training, Coffee & Donut “meet your team mates” sessions, Team BBQ’s and lunches, Pancake Breakfasts, & Team Spirit Activities
- **Team Services:** We are a community that looks for opportunities to help with making your life work balance better
- **Parking:** free on-site parking
- **Meaningful and Challenging Work:** An opportunity to work and grow with one of our industry’s top awarded, most innovative companies; one that is making a difference in millions of lives
- **Curated intentional Culture:** A remarkable and intentional organizational culture focused on learning, growth, engagement and communication

WORKPLACE:

- Manufacturing Environment
- Disciplined / Quality Assurance ISO13485:2016 workplace
- Team Culture; Core Purpose and Core Value driven culture with a monthly measured world class attained employee net promoter score. (eNPS)

ABOUT HEALTHCRAFT:

OUR PURPOSE:

“To Protect and Extend Human Potential” We are committed to being the best organization on planet earth at connecting passionate people, progressive ideas and effective product solutions to end the epidemic of preventable fall injuries and deaths in the living spaces of the world.

OUR CORE VALUES:

- New Day. New Ideas: Continuous Improvement
- Keep Giving. Keep Growing: Teamwork
- Small Detail. Big Impact: Quality
- Say hello. And then some: Care

OUR BRAND PROMISES:

- You will find a thoughtful, professionally curated collection of products that are effective and actually work
- Your living space (and you) will be made safer, and...
- We will help you figure out the details with a collection and community of knowledge to guide you

We would love to discuss this opportunity with you. To start the conversation please email your resume to jobs@healthcraftproducts.com