



## TEAM MEMBER

LEVEL 3 FABRICATOR

### DETAILS

**Location** 2706 NE Rivergate Street, McMinnville OR 97128  
**Hours** 6:00-4:30pm Mon - Thur (overtime will be required as needed)  
**Pay** \$25-\$30/hour  
**Status** Full-time, permanent employee  
**Reporting** Reports to shop/production manager

### PURPOSE

The Level 3 Fabricator is an expert in custom fabrication, ready to help Level 1 and Level 2 team members grow. Others look to you for guidance, and it's time to combine your fabrication expertise with leadership skills. This role includes management and leadership development programs that will prepare you for advancement to Department Leader/Manager. As a Solid Form team member, this position shares and demonstrates our mission and values through workmanship and interactions with internal and external audiences.

## OUR MISSION IS INGENUITY

We are problem-solvers and creators. From idea to installation, we seek out the challenge to think beyond standard solutions.

Our drive to discover what's possible fuels our passion for our work and multiplies the value we bring to every project and every partnership.

### OUR VALUES

#### Find and Address Issues

We ask the questions that get us three steps ahead of the game. Equal parts thinker and listener, we solve problems before they even have a chance to impact our work.

#### Take the Extra Step

When we take on a project, we own it. To us, that means doing what it takes to ensure we're delivering the right product – one that we'll be just as proud of as our customer.

#### Keep Growing

Continuous improvement is second nature to us. Whether it's eliminating a small inefficiency or expanding our skillset, we thrive on opening up new possibilities for exceptional work.

#### Build Partnerships

We work with people we enjoy. We believe in shares values, honest conversations, and win-win solutions as the foundation of a bright future.



## SOLID FORM TEAM MEMBERS

- Are thorough in our analysis, our critical thinking and our work
- Communicate with effective verbal and written skills to all internal and external audiences
- Contribute to group cohesion through reliability, shared ideas, shared values and helping others
- Find opportunities to continuously learn, grow and improve
- Understand and embrace the importance of our behaviors, systems and practices
- Speak up if something is not right, damaged, broken or unsafe
- Keep our areas clean and organized, protect company assets at all times and fix things that are broken

## THE LEVEL 3 PATHWAY

Level 3 competencies include...

- Completing and demonstrating all skills and competencies of a Level 2 Fabricator
- Fabricating complex projects independently, at the highest level and quality, with no supervision
- Researching, testing and implementing new fabrication techniques, tools and equipment to improve Solid Form operations
- Planning, coordinating and carrying out complex installations successfully, using shop drawings/instructions and consulting with the project engineer & manager
- Setting the tone for quality and professionalism in the shop
- Showing a willingness and desire to mentor Level 1 Fabricators
- Being cross trained in all areas of the shop and installation processes
- Demonstrating expertise and leading the team in all internal and OSHA safety regulations, training and procedures
- Contributing to continuous improvement processes, procedures and methods

Learning objectives...

- Effectively fill in for the manager when needed
- Can handle daily / weekly scheduling of shop personnel
- Are trained and proficient in project management Solid Form scheduling systems
- Participate in the interview and selection process
- Participate in ongoing management and leadership development programs
- Demonstrate proficiency in purchasing and vendor negotiations
- Identify opportunities and improve department systems
- Effectively lead teams in shop, install, project and meeting environments
- Communicate effectively with all internal and external audiences
- Lead department committee meetings
- Participate in interdepartmental projects
- Work to eliminate bottlenecks to move projects through in the most efficient way
- Identify and create improvements to Solid Form processes and procedures
- Demonstrate the ability to manage multiple projects/tasks within established deadlines