Job Description

Gill Industries has an exciting opportunity for a Weld Engineer. In this role you will develop welding techniques, procedures, and application of welding equipment to address problems involving fabrication of metals.

Essential Duties and Responsibilities include the following. Other duties may be assigned.

Conducts research and development investigations to develop and test new fabrication processes and procedures, improve existing or develop new welding equipment, develop new or modify current welding methods, techniques, and procedures, discover new patterns of welding phenomena, or to correlate and substantiate hypotheses.

Prepares technical reports as result of research and development and preventive maintenance investigations.

Establishes welding procedures to guide production and welding personnel relating to specification restrictions, material processes, pre- and post-heating requirements which involve use of complex alloys, unusual fabrication methods, welding of critical joints, and complex post-heating requirements.

Evaluates new developments in welding field for possible application to current welding problems or production processes.

Directs and coordinates technical personnel in performing inspections to ensure workers' compliance with established welding procedures, restrictions, and standards; in testing welds for conformance with national code requirements; or testing welding personnel for certification.

Contacts personnel of other agencies, engineering personnel, or clients to exchange ideas, information, or offer technical advice concerning welding matters.

Performs experimental welding to evaluate new equipment, techniques, and materials.

Supports production by investigating and solving welding issues in high volume manufacturing environment.

Follows company policies and procedures to ensure compliance to internal requirements and external requirements (Example: IATF 16949)

Supervisory Responsibilities

This job has no supervisory responsibilities.
**Competencies**

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

**Analytical** - Collects and researches data; uses intuition and experience to complement data.

**Continuous Learning** - Pursues training and development opportunities; shares expertise with others.

**Job Knowledge** - Competent in required job skills and knowledge; exhibits ability to learn and apply new skills; keeps abreast of current developments; requires minimal supervision; displays understanding of how job relates to others; uses resources effectively.

**Use of Technology** - Demonstrates required skills; keeps technical skills up to date.

**Problem Solving** - Identifies and resolves problems in a timely manner; gathers and analyzes information skillfully; develops alternative solutions; works well in group problem solving situations.

**Project Management** - Coordinates projects; completes projects on time and budget.

**Communications** - Selects and uses appropriate communication methods.

**Oral Communication** - Participates in meetings.

**Written Communication** - Presents numerical data effectively; able to read and interpret written information.

**Quality Management** - Looks for ways to improve and promote quality; demonstrates accuracy and thoroughness.

**Cost Consciousness** - Works within approved budget.

**Adaptability** - Adapts to changes in the work environment; manages competing demands.

**Attendance/Punctuality** - Arrives at meetings and appointments on time.

**Dependability** - Takes responsibility for own actions; keeps commitments; commits to long hours of work when necessary to reach goals.

**Initiative** - Looks for and takes advantage of opportunities; asks for and offers help when needed.

**Planning/Organizing** - Prioritizes and plans work activities; uses time efficiently.
Quality - Demonstrates accuracy and thoroughness; looks for ways to improve and promote quality.

Safety and Security - Observes safety and security procedures; determines appropriate action beyond guidelines; 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 and/or Experience**

Bachelor’s degree from four-year college or university; or one to two years related experience and/or training; or equivalent combination of education and experience.

Strong understanding of AWS and ASME welding guidelines. Ability to read customer weld requirements and apply to internal processes. Ability to understand interpretation of inspection guidelines and other quality requirements.

**Language Skills**

Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, or governmental regulations. Ability to write reports, business correspondence, and procedure manuals.

**Mathematical Skills**

Ability to work with mathematical concepts such as probability and statistical inference, and fundamentals of plane and solid geometry and trigonometry. Ability to apply concepts such as fractions, percentages, ratios, and proportions to practical situations.

**Reasoning Ability**

Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

**Computer Skills**

To perform this job successfully, an individual should have knowledge of Manufacturing software and Word Processing software.

**Certificates, Licenses, Registrations**

CWEng (Certified Welding Engineer)
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.

While performing the duties of this Job, the employee is frequently required to stand; walk and talk or hear. The employee is occasionally required to sit; use hands to finger, handle, or feel or smell. The employee must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision, color vision and depth perception.

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 is regularly exposed to moving mechanical parts. The employee is occasionally exposed to risk of electrical shock. The noise level in the work environment is usually moderate.

**Interested candidates should send a resume to Carole Thoele. Human Resources Manager. (cthoele@gill-industries.com)**