



Signal Metal Industries, Inc.

Fitter Foreman

Department: Fabrication

FLSA Status: Non-Exempt

Work Schedule:

Actual Shift assigned by Manager or Supervisor. Possible 8-12 hours shifts
4-6 days/week.

Job Status: Fulltime

Reports To: Fab. Manager/Supervisor

Travel Requirements: None

Position Supervised: None

POSITION SUMMARY

Fabricate, lay out, position, align, and fit parts of structural metal products. Directs 4-10 persons working as a team on each assigned project.

ESSENTIAL FUNCTIONS

Reasonable Accommodations Statement:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. Reasonable Accommodations may be made to enable qualified individuals with disabilities to perform the essential functions.

Essential Functions Statement(s)

- Position, align, fit, and weld parts to form complete units or subunits, following blueprints and layout specifications, and using jigs, welding torches, and hand tools.
- Verify conformance of workpieces to specifications, using squares, rulers, and measuring tapes.
- Tack-weld fitted parts together.
- Lay out and examine metal stock or workpieces to be processed in order to ensure that specifications are met.
- Align and fit parts according to specifications, using jacks, turnbuckles, wedges, drift pins, pry bars, and hammers.
- Locate and mark workpiece bending and cutting lines allowing for stock thickness, machine and welding shrinkage, and other component specifications.
- Position or tighten braces, jacks, clamps, ropes, and/or bolt parts in position for welding or riveting.
- Study engineering drawings and blueprints to determine materials requirements and task sequences.
- Move parts into position, manually or by using hoists or cranes.
- Design and construct templates and fixtures, using hand tools.
- Assist in straightening warped or bent parts, using sledges, hand torches, straightening presses, or bulldozers.



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- Mark reference points onto floors or face blocks and transpose them to workpieces, using measuring devices, squares, chalk, and soapstone.
- Set up face blocks, jigs, and fixtures.
- Remove high spots and cut bevels, using hand files, portable grinders, and cutting torches.
- Lift or move materials and finished products, using large cranes.
- Heat-treat parts, using acetylene torches.
- Preheat workpieces to make them malleable, using hand torches or furnaces per specifications.
- Erect ladders and scaffolding to fit together large assemblies.
- Set up and operate fabricating machines such as hydraulic jacks, port-a-powers, laser levels, flame cutters and grinders to bend, cut, form, punch, drill, or otherwise form and assemble metal Components.
- Verify inspection points have been met.
- Communicate with supervisors, peers, or subordinates by providing information by telephone, in written form, email, or in person.
- Gather information by observing, receiving, and otherwise obtaining from all relevant sources
- Requires basic mathematical skills including geometry.
- Position and maneuver scissors lifts following safety regulations with appropriate equipment.
- Capable of following and understanding weld and heating instructions.
- Document and record information by entering, transcribing, recording, storing, or maintaining information in written or electronic/ magnetic form.
- Interpreting the meaning of information for others by translating or explaining what the information means and it can be used.
- Prioritizing time by multitasking and shifting back and forth between two or more activities or sources of information.

POSITION QUALIFICATIONS

- Communication, Oral - Ability to communicate effectively with others.
- Reliability - The trait of being dependable and trustworthy.
- Communication, Written - Ability to communicate in writing clearly and concisely.
- Accountability – Ability to accept responsibility and account for his/her actions.
- Technical Aptitude - Ability to comprehend complex technical topics and specialized information.
- Safety Awareness - Ability to identify and correct conditions that affect employee safety.
- Working Under Pressure - Ability to complete assigned tasks under stressful situations.
- Interpersonal – Ability to get along well with a variety of personalities and individuals.
- Autonomy - Ability to work independently with minimal supervision.
- Leadership - Ability to influence others to perform their jobs effectively and to be responsible for making decisions.
- Empathetic - Ability to appreciate and be sensitive to the feelings of others.
- Innovative - Ability to look beyond the standard solutions.
- Responsible - Ability to be held accountable or answerable for one's conduct.
- Persistence - Ability to complete tasks or continue in a course of action in spite of opposition or discouragement.
- Initiative - Ability to make decisions or take actions to solve a problem or reach a goal.



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- Tactful - Ability to show consideration for and maintain good relations with others.
- Adaptability - Ability to adapt to change in the workplace.
- Honesty /Integrity - Ability to be truthful and be seen as credible in the workplace.
- Analytical Skills - Ability to use thinking and reasoning to solve a problem.
- Organized - Possessing the trait of being organized or following a systematic method of performing a task.
- Problem Solving - Ability to find a solution for or to deal proactively with work-related problems.
- Tenacious - Ability to hold steadfast and complete a goal.
- Detail Oriented - Ability to pay attention to current details of a project or task.
- Active Listening - Ability to actively attend to, convey, and understand the comments and questions of others.
- Self-Motivated - Ability to be internally inspired to perform a task to the best of one's ability using his or her own drive or initiative.
- Relationship Building - Ability to effectively build relationships with customers and co-workers.
- Conflict Resolution - Ability to deal with others in an antagonistic situation.
- Time Management - Ability to utilize the available time to organize and complete work within given deadlines.
- Applied Learning - Ability to participate in needed learning activities in a way that makes the most of the learning experience.
- Accuracy - Ability to perform work accurately and thoroughly.

Skills & Abilities

Educations: High School Graduate or GED and technical school graduates. Related work experience may be substituted for education.

Experience: 4 to 6 years related experience

Computer Skills

Basic computer skills needed

Other Requirements

Must pass the Signal Metal Flux Core Welding Test. Must provide your own welding equipment and wear appropriate safety gear and proper attire at all times.

PHYSICAL REQUIREMENTS:

- Must be able to perform duties in a safe manner. This job requires the ability to wear a hard hat, safety glasses, metatarsal boots, hearing protection, and other required PPE equipment.
- Must be able to bend, stoop, climb, and reach around all areas of equipment.
- Lift up to 50lbs.
- Will work in varied environments (in all weather conditions heat, cold, wet, humid, dry and/or dusty conditions).



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- Read, comprehend and complete basic checklists, forms or other related documents.
- Must be willing to work overtime as required.

PHYSICAL DEMANDS:

Physical Demands		Lift/Carry	
Stand	C (Constantly)	10 lbs. or less	F (Frequently)
Walk	F (Frequently)	11-20 lbs.	O (Occasionally)
Sit	O (Occasionally)	21-50 lbs.	O (Occasionally)
Handling / Fingering	F (Frequently)	51-100 lbs.	N (Not Applicable)
Reach Outward	F (Frequently)	Over 100 lbs.	N (Not Applicable)
Reach Above Shoulder	F (Frequently)	Push/Pull	
Climb	F (Frequently)	12 lbs. or less	F (Frequently)
Crawl	F (Frequently)	13-25 lbs.	O (Occasionally)
Squat or	F (Frequently)	26-40 lbs. 41-	O (Occasionally)
Kneel Bend	F (Frequently)	100 lbs.	O (Occasionally)
N (Not Applicable)	Activity is not applicable to this occupation.		
O (Occasionally)	Occupation requires this activity up to 33% of the time (0-2.5+ hrs. /day)		
F (Frequently)	Occupation requires this activity from 33-66% of the time (2.5-5.5+ hrs. /day)		
C (Constantly)	Occupation requires this activity more than 66% of the time (5.5+ hrs. /day)		