

Journeyman Machinist – Job Posting - Category 1 – Job Shop Machinist

Are you a person who is self-motivated, reliable, detailed oriented and concerned about quality? Are you looking for a long term position? Are you interested in working for a company that rewards a positive work ethic and is safety conscious?

We can offer you a Great Career, at a Great Company, in a Great Place to Live.

Mearl's Machine Works in Kelowna is seeking a "Journeyman Machinist"

The Place

The Okanagan Valley is a great place to live offering a life style and environment that is sought by people from around the world.

Mearl's Machine Works is a great place to enjoy your career, our team and our culture.

Mearl's offers exceptional working conditions for those who are also seeking this kind of lifestyle where you can live, full time, in the place others spend their money to vacation in for just a few weeks a year.

Our facility is located a mere two blocks from Okanagan Lake and just a few more from the Downtown "Cultural District".

The Okanagan Valley offers:

- Temperate winters and nice warm summers with spectacular scenery
- Endless Recreation Opportunities all within short and easy drives of downtown
 - Okanagan, Skaha and Kalamalka Lakes are the biggest!, lots of smaller lakes nearby
 - Boating, water skiing, kite surfing and kayaking
 - Swimming
 - Just hanging out
 - Big White, Silver Star and Apex Ski Resorts all within about one hour
 - Off-roading in the summer and snowmobiling in the winter
 - Snowshoeing and hiking
 - Camping, fishing and all other back woods recreation
- A great place to raise kids with great schools including UBC Okanagan and Okanagan College
- Lots of kid and adult related sports, festivals and activities
- Over 100 Wineries and a local craft distillery for those who enjoy the tours and tastes
- A huge selection of Golf from fun 9 hole courses to more challenging 36 hole courses, the Okanagan is known for having some of the best golf in British Columbia
- A Western Hockey League team and an arena that also hosts many big name concerts and events
- A full listing of popular trendy restaurants and lots of fantastic locally based eateries
- Kelowna International Airport links you easily to the rest of the world by air and the Coquihalla makes it easy to get to the coast by land
- All of the amenities of any major City... Malls, Stores, Services... not much is missing
- Lots of variety in places to call home, from quiet rural settings to dynamic downtown environments
- Plenty of job opportunities for other members of the family

It's just a great place to live!

The Company

Established in 1976 Mearl's Machine Works is "An evolving service organization dedicated to improving our performance and exceeding expectations."

We set high standards for ourselves. Our customers demand the best from us and that need flows to and from every one of us.

We are dedicated to growth in order to create stability and growth opportunities for our people. Our team is dedicated to our customers, each other and our families.

The Right People

We've taken the time to understand the talents of our people that make us able to meet the quality, dependability and reliability needs of our customers.

We are the right company, place and people for some, and not so much for others.

If, as you read the following description, you feel we are right for you, then we'd like to start a conversation.

About this Job:

Successful People in this role will have the following traits and characteristics:

1. **Personal Accountability:** A measure of the capacity to be answerable for personal actions.
 - Accepts personal responsibility for the consequences of personal actions
 - Avoids placing unnecessary blame on others
 - Maintains personal commitment to objectives regardless of the success or failure of personal decisions
 - Applies personal lessons learned from past failures to moving forward in achieving future successes
2. **Problem Solving Ability:** Anticipating, analyzing, diagnosing, and resolving problems.
 - Anticipates, identifies and resolves problems or obstacles.
 - Utilizes logic and systematic processes to analyze and solve problems.
 - Defines the causes, effects, impact and scope of problems.
 - Identifies the multiple components of problems and their relationships.
 - Prioritizes steps to solution.
 - Develops criteria for optimum solutions.
 - Evaluates the potential impact of possible solutions and selects the best one.
3. **Self-Management:** Demonstrating self control and an ability to manage time and priorities.
 - Independently pursues business objectives in an organized and efficient manner
 - Prioritizes activities as necessary to meet job responsibilities
 - Maintains required level of activity toward achieving goals without direct supervision
 - Minimizes work flow disruptions and time wasters to complete high quality work within a specified time frame
4. **Resiliency:** The ability to quickly recover from adversity.
 - Continues toward goals in the face of difficulty and adversity
 - Handles criticism and rejection from others with objectivity
 - Recovers quickly from personal setbacks
 - Moves past unforeseen obstacles without unnecessary delay

5. Customer Focus: A commitment to customer satisfaction.

- Consistently places a high value on customers and all issues related to customers
- Objectively listens to, understands and represents customer feedback
- Anticipates customer needs and develops appropriate solutions
- Meets all promises and commitments made to customers
- Willing to work Overtime when necessary to meet deadlines

6. Planning & Organizing: Utilizing logical, systematic and orderly procedures to meet objectives.

- Works effectively within established time frames and priorities.
- Utilizes logical, practical and efficient approaches.
- Prioritizes tasks for optimum productivity.
- Develops procedures, processes and systems for order, accuracy, efficiency and productivity.
- Anticipates probable effects, outcomes and risks.
- Develops contingency plans to minimize waste, error and risk.
- Allocates, adjusts and manages resources according to priorities.
- Monitors implementation of plans and makes adjustments as needed.

7. Conceptual Thinking: The ability to analyze hypothetical situations or abstract concepts to compile insight.

- Demonstrates ability to forecast long range outcomes and develop suitable business strategies
- Identifies, evaluates and communicates potential impacts of hypothetical situations
- Defines options to leverage opportunities in achieving business goals
- Develops plans and strategies that lead to desired strategic outcomes

This Job will be satisfying and rewarding to a person who

- Values knowledge for knowledge's sake, continuing education and intellectual growth.
- Values practical accomplishments, results and rewards for their investments of time, resources and energy.
- Values traditions inherent in social structure, rules, regulations and principles.
- Has an organized workplace. The job's success depends on systems and procedures, its successful performance is tied to careful organization of activities, tasks and projects that require accuracy. Record keeping and planning are essential components of the job.
- Is able to Analyze Data. The job deals with a large number of details. It requires that details, data and facts are analyzed and challenged prior to making decisions and that important decision-making data is maintained accurately for repeated examination as required.
- Can follow up and follow through. The job requires a need to be thorough and complete tasks that have been started.

The Job

Mearl's Machine Works Ltd. Kelowna is seeking a full time day shift Job Shop machinist. We offer competitive wages and full benefits. Applicants should also have, at minimum, basic machinist and hand tools.

This posting is for our afternoon shift which runs from 7:00am – 3:30pm Monday to Friday.

Please check out our website for information on our company.

Category 1 – Job Shop Machinist

The Hard Requirements and Skills

- Journeyman Red Seal Ticket
- Reading and Understanding Blueprints and Drawings
- Ability to utilize samples of varying condition in manufacturing new or replacement components and/or preparing working drawing from same
- Work setup and layout
- Operation of Manual lathes, Mills, Hydraulic Press and Drill Press
- Working within .0005” tolerances
- Ability to accurately measure parts to ensure they meet specifications and tolerances
- Knowledge of correct speeds and feeds for specific materials and selection of appropriate tooling
- Safe operation and machining practices
- Capable of lifting items up to 70lbs
- Capable of standing for long periods
- Able to work outside the shop in varying weather conditions

Asset Skills and Experience

- Disassembly and Assembly of mechanical equipment and components
- Alignments
- CNC Milling and Turning
- Welding
- Lineboring / Honing
- Millwrighting experience or Millwright Journeyman Red Seal Ticket

Benefits

Compensation will be determined upon review of relevant work experience and education, additional relevant training and certifications. Initial compensation will reflect the experience level of the individual and what additional training would be required.

Benefits Package: Full Benefit Package, once eligibility requirements are met, includes:

- MSP (Medical Services Plan)
- Dental
- Extended Health
- Short and Long Term Disability coverage
- Basic life insurance
- Dependent life insurance
- Accidental Death and Dismemberment
- Boot Allowance
- CAP Compliant Group RRSP
- Company funded functions
- Relevant Continuing Education Tuition Reimbursement
- Employee discounts on company material and products
- Referral bonuses
- Internal Training including Safety Certifications

Benefits of this Role and the Place

This is a family oriented, reliable, fun place to work.

Many of our staff members have been with us for over 10 years with some as long as 25 years. We do believe in promoting from within and all of the present owners were once employees, some having been here over 29 years.

We reward hard work and teamwork and are enthusiastic about the future with many new possibilities in a number of areas available to us.

As former employees all of the owners want to see our staff excel and learn. We have an education reimbursement policy for training in relevant courses and are presently working on revamping our OHS (Safety) program to become a leader in proactive work safety. We also have an Apprentice Mentorship Program that our journeyman staff and apprentices participate in to ensure our young people get the training and support they need to be successful. We know it is tough to find the right person for our specific positions and when we do, we do our best to keep them.

We are looking for someone who wants to make a long term commitment to a Career, a Company and a City. This person will benefit from being paid a good wage for good work and still be able to enjoy and share their off work time in a great place with their friends and family.

How to Contact Us

If the information provided yells at you, that this is the right job, right place, right company and right career, then please send fill in the online application and send us your resume.

Online application: <http://www.mearlsmachine.com/employment.html>

Submit resume: hr@mearlsmachine.com

