



SOLID FORM

Fabricator

Job Description

2706 NE Rivergate St
McMinnville, OR 97128

503.435.1400
teamsolidform.com

CCB #180435 WA #SOLIDFF916RP

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.

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.

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.

Build Partnerships

We work with people we enjoy. We believe in shared 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, always protect company assets, and fix things that are broken

Fabricator

DETAILS

Location	2706 NE Rivergate Street, McMinnville OR 97128
Hours	6:00am-4:30pm Mon-Thurs (Overtime required as needed)
Pay	\$18-\$32 / Hour
Status	Full Time, permanent employee
Reporting	Reports to Production Manager

PURPOSE

A Fabricator is responsible for the steps required to convert raw materials into custom fabricated metal products. These operations include, but are not limited to, cutting, forming, layout, fit up, machining, welding, and finishing. Fabricators will often cross train and operate in the field as Installers (see Installer job description). The Fabricator pathway is divided into four learning levels, with continued learning and growth opportunities beyond the fourth level. As a Solid Form team member, this role shares and demonstrates our mission and values through workmanship and interactions with internal and external audiences.

FABRICATOR PATHWAY

Level 1 Fabricator - \$18-\$20/hour

A Level 1 Fabricator is responsible for the basic skills necessary to operate as a Solid Form team member in a custom fabrication shop and jobsite environment. These responsibilities begin with the integration of Solid Form's mission and values into your daily activities. You will train with the production manager and team mentors to become proficient in basic fabrication skills that will prepare you to advance to a Level 2 Fabricator.

Level 1 learning objectives and competencies

- Demonstrate an understanding of Solid Form's Mission and Values and how they apply to your role
- Complete training on Solid Form's basic skills (see basic skills training guide)
- Operate in a safe manner and follow all internal and OSHA specified safety practices
- Learn to interpret shop drawings, workorder packets and weld procedures
- Observe and assist experienced fabricators with layout and fit up
- Utilize basic measuring tools in the fabrication process (measuring tapes, calipers, micrometers, etc.)
- Demonstrate a basic understanding of metal fabrication hand tools

Fabricator

- Complete OSHA 10 safety training
- Complete required equipment training and certifications (see Solid Form basic equipment training guide)
- Complete lifting, rigging and crane safety training
- Demonstrate ability to load, unload and secure product for transport
- Accurately measure, calculate and record material usage and time tracking by project
- Correctly identify and describe common material shapes and alloys
- Learn proper material handling to prevent contamination and damage
- Learn basic TIG and MIG welder setup and operation
- Prepare for weld certification tests required for structural steel fabrication
- Become familiarized with all equipment in the shop
- Learn to cut parts accurately on the shear and bandsaw
- Learn to properly clean and de-burr parts to remove contamination before welding
- Learn quality control standards, measurements, and documentation procedures

Level 2 Fabricator - \$21-\$24/Hour

A Level 2 Fabricator demonstrates their commitment to Solid Form's mission and values and understands the basics of custom metal fabrication. The responsibility of a Level 2 Fabricator is to develop the skills necessary to work independently on projects. You will become proficient in custom fabrication and finishing techniques as prepare to advance to a Level 3 Fabricator.

Level 2 learning objective and competencies

- Complete all Fabricator Level 1 training and demonstrate proficiency on all Level 1 Fabricator competencies
- Consistently demonstrate Solid Form's mission and values in your work
- Remain current on recurring safety trainings and certifications
- Learn to independently layout and fit up frameworks and assemblies
- Learn to secure parts and assemblies prior to welding to achieve specified tolerances
- Learn weld finishing skills up to Solid Form standards
- Independently operate MIG and TIG welders to produce consistent high-quality welds in multiple positions

Fabricator

- Use the shear, bandsaw, torch, and other methods to accurately cut, clean, de-burr and prep parts for welding
- Learn basic lathe and mill operations
- Accurately layout, drill and tap holes
- Complete D1.1 weld certification
- Interpret, perform and pass inspections for D1.1 structural welds
- Become proficient in quality assurance self-checks that pass all internal and external quality control inspections

Level 3 Fabricator - \$25-\$28/Hour

A Level 3 Fabricator continues their growth by adding specialized techniques to their skillset and expanding their leadership, inspiring others to join us in working towards the Solid Form vision. You will be responsible for your ability to operate independently, and your willingness to pull others along, preparing you to take on the leadership responsibilities of a Level 4 Fabricator.

Level 3 learning objective and competencies

- Complete all Level 2 Fabricator training and demonstrate proficiency on all Level 2 Fabricator competencies
- Consistently demonstrate Solid Form's mission and values and influences others to do the same
- Remain current on recurring safety trainings and certifications
- Operate in the shop and field with little or no supervision
- Demonstrate a willingness and desire to mentor Level 1 Fabricators
- Demonstrate expertise with all fabrication processes from cutting to finishing with minimal errors
- Become proficient working with specialty alloys such as stainless, aluminum, copper, zinc, and brass
- Demonstrate proficiency in complex custom fabrication with the ability to create custom jigs and fixtures as needed
- Perform all types of grinding and finishing skills to Solid Form standards, from weld prep to coating prep, to high polish finishes and patinas
- Become proficient in a specialty fabrication operation (i.e., sanitary welding or custom finishes)
- Reliably meet or exceed estimated production times
- Cross train in all areas of the shop and installation processes

Fabricator

- Complete 1 additional welding cert relevant to Solid Form products (i.e., aluminum, stainless, D1.3, D1.8)
- Demonstrate ability to anticipate and solve problems prior to fabrication and installation
- Demonstrate ability to organize tasks and operations into an efficient, prioritized work plan
- Perform quality control on other team members work

Level 4 Fabricator - \$29-\$32/Hour

A Level 4 Fabricator is equal parts expert fabricator and team leader. You will lead fabrication and install teams on projects and use your experience to help the entire Solid Form team rise together. Your opportunities for growth continue beyond a Level 4 Fabricator. We trust that the combination of your skills and your deep understanding of Solid Form's mission, values and vision will create multiple opportunities for charting your next steps.

Level 4 learning objective and competencies

- Complete all Level 3 Fabricator training and demonstrate proficiency on all Level 3 Fabricator competencies
- Consistently demonstrate Solid Form's mission and values and work with the Production Manager to identify and correct behaviors not consistent with these values
- Remain current on recurring safety trainings and certifications
- Complete OSHA 30 training
- Operate in the shop and field with no supervision
- Act as a mentor to all Fabricators and actively share knowledge throughout the organization
- Capable of fabricating any project independently, at the highest level and quality, with no supervision
- Capable of planning, coordinating, and carrying out complex installations successfully
- Effectively lead project teams in shop, install, and meeting environments
- Set the tone for quality and professionalism in the shop
- Bring ideas to the table and contribute to continuous improvement processes, procedures, and methods
- Participate in the new team member interview, selection and hiring process

Fabricator

- Assist with Fabricator skill evaluations
- Effectively fill in for the Production Manager on a temporary basis when needed
- Participate in leadership committees such as safety committee
- Identify and correct unsafe conditions

Join Us

Solid Form has a breadth of professional opportunities available, so you can chart your own path forward based on your unique strengths and interests.

If diverse challenges and complex projects get you up in the morning, we look forward to hearing from you!

Please email your resume and cover letter to careers@teamsolidform.com