

Position Title:	Welder (Licensed)	Location:	ON
Department:	Maintenance	Wage Grid:	M4
Reports to:	Maintenance Manager	Direct Reports:	None

Highline Vision and Values:

We aim to passionately nourish people, community and environment, through embracing our core values which include:

We do the right thing, always. We lead the way. We are fanatical about quality. We are transparent in our relationships. We always consider the human element. We embrace diversity and inclusion.

Position Summary:

Provide extensive service to join metal parts, and fill seams and holes of metal components, follows sketches and specifications. Inspect equipment and structures. Follow and maintain knowledge of safety protocol at all facilities.

Expected Outcomes:

1. General Duties

- a. Read schematics and drawings and take or read measurements to plan layout and procedures
- b. Determine the appropriate welding equipment or method based on requirements
- c. Set up components for welding according to specifications (e.g. cut material with powered saws to match measurements)
- d. Operate angle grinders to prepare the parts that must be welded
- e. Align components using calipers, rulers etc. and clamp pieces
- f. Weld components using manual or semi-automatic welding equipment in various positions (vertical, horizontal or overhead)
- g. Repair machinery and other components by welding pieces and filling gaps
- h. Test and inspect welded surfaces and structures to discover flaws
- i. Maintain equipment in a condition that does not compromise safety
- j. Develops working knowledge of methods used for welding a variety of materials and components
- k. When directed, assist in other maintenance repairs within the farm
- l. Able to come in after hour call-ins
- m. Performs any other duties as assigned
- n. Responsible with ensuring they have a valid license at all times

2. Leadership & Code of Conduct

- a. Embraces and supports the Highline culture and values, acting as brand ambassador at all times
- b. Interact with others in a manner that promotes respect, confidentiality and dignity
- c. Develop and actively foster an engaged work force, displaying professionalism at all times

3. Safety:

- a. Adheres to the Safety Policies, including use of proper Personal Protective Equipment (PPE) and other safety equipment
- b. Reports unsafe conditions immediately to the supervisor
- c. Reports all incidents, injuries and near misses to the supervisor immediately
- d. Cooperates in the Early and Safe Return to Work Program if an injury or medical illness requires accommodation.

4. Food Safety:

- a. Follows all Good Manufacturing Practices (GMP's) as trained

5. Quality:

- a. Adheres to all quality standards per customer specifications

6. Tools and Equipment:

- a. Welding Machine and equipment

Qualifications:

- Must be eligible to work in Canada
- High school diploma or equivalent qualification
- A valid certificate professional certification (e.g. an AWS welding certificate) in welding from an accredited institution is preferred
- A minimum of 2 years' experience as a welder
- Excellent knowledge of welding machinery, electrical equipment, and manual tools
- Ability to read and interpret technical documents and drawings
- Precision and attention to detail
- Good knowledge of and adherence to safety standards
- Critical thinker and problem-solving skills
- Great interpersonal and communication skills

Required Training:

Orientation training, including, Food Safety, Attendance Policy, Conduct Policy, AODA, WHMIS, Incident Response and Reporting, Emergency Response Plan, Return to Work and Disability Management, Ergonomic Policy and the Highline Stretching Program, Workplace Violence, Harassment, Sexual Harassment and Bullying Policy, Health and Safety Policy and MOL Worker Awareness.

Job Specific Training –

- Department Hazard Awareness Checklist
- Forklift Certification
- Lockout/Tagout Training
- Scissor Lift Training
- Fall Arrest Training
- Machinery and Equipment Policy
- H2S Awareness
- Hot Work Training
- Ladder Safety
- Heavy Equipment Training
- Machine Guarding and Hazard Awareness Training
- Fit Test and Respirator Care
- Telehandler/Bobcat Training
- Working at Heights Training
- Power Jack Training
- Job Specific SOPs

Other training as identified from time to time by the company.

Working Conditions:**Physical:**

While performing the duties of this position, the associate is frequently required to stand, walk, use of hands and fingers to handle, feel, reach with hands and arms, climb or balance, stoop, kneel, crouch, or crawl. The associate is occasionally required to sit and must frequently lift and/or move more than 50 pounds.

Environment:

While performing the duties of this position, the associate is frequently exposed to moving mechanical parts. The associate is frequently exposed to wet and/or humid conditions, high, precarious places, fumes and/or airborne particles, outside weather conditions, risk of electrical shock, and vibration. The noise level in the work environment is usually moderate to occasionally loud.

Weekend and/or evening and holiday work as required. Position requires a willingness to work a flexible schedule.

This job description should not be construed as an exhaustive list of duties and responsibilities to be performed by persons assigned to this position. It is not intended to limit or in any way modify the right of the manager or supervisor to assign, direct, or control the work of associates under his or her supervision. Job descriptions may be revised at any time during the course of employment as required.

By signing below, I acknowledge that I have reviewed and accept the responsibilities noted within this job description.

Print Name

Signature

Date