

**Painter**

Hourly/non-exempt

Reports to the Production Manager

**PURPOSE OF THE POSITION**

Responsible for mixing, matching, and applying paint to various surfaces, and coordinating painting projects.

**RESPONSIBILITIES**

*KNOWLEDGE, SKILLS AND ABILITIES*

**Education and experience:**

- High school diploma required.
- 5 years of prep and paint experience required.
- A Technical degree in manufacturing, metal or auto paint or a field preferred but we are willing to train the right candidate.

**Knowledge:**

The incumbent must have proficient knowledge in the following areas:

Knowledge of raw materials, production processes, quality control, costs, and other techniques for maximizing the effective use of paint application systems.

**Ability:**

The incumbent must have proficient abilities in the following areas:

- Ability to work well with team members.
- Ability to read and interpret blue prints.
- Ability to perform quality checks.
- Inspecting Equipment, Structures, or Material — Inspecting equipment, structures, or materials to identify the cause of errors or other problems or defects.
- Making Decisions and Solving Problems — analyzing information and evaluating results to choose the best solution and solve problems.
- Identifying Objects, Actions, and Events — Identifying information by categorizing, estimating, recognizing differences or similarities, and detecting changes in circumstances or events.
- Getting Information — observing, receiving, and otherwise obtaining information from all relevant sources.
- Communicating with Supervisors, Peers, or Subordinates — providing information to supervisors, co-workers, and subordinates.

**Skills**

The incumbent must demonstrate the following skills:

- Monitoring — Monitoring/Assessing performance of yourself and other individuals to make improvements or take corrective action.
- Operation and Control — controlling operations of equipment or systems.
- Operation Monitoring — watching gauges, dials, or other indicators to make sure a machine is working properly.
- Coordination — adjusting actions in relation to others' actions.
- Critical Thinking — using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

**Job duties:**

- Mix paints to match color specifications, stirring or thinning paints, using spatulas or power mixing equipment.
- Select paint according to requirements and match paint colors, following specified color charts.
- Dispose of hazardous waste in an appropriate manner.
- Remove grease, dirt, paint, or rust from surfaces in preparation for paint application, using abrasives, solvents, brushes, blowtorches, washing tanks, or sandblasters.
- Spray prepared surfaces with specified amounts of primers and decorative or finish coatings.
- Select production equipment according to product specifications.
- Mix ingredients to create specific finishes.
- Select production input materials.
- Dispose of trash or waste materials.
- Operate cranes, hoists, or other moving or lifting equipment.

**Personal Attributes**

The incumbent must maintain strict confidentiality in performing their duties. The incumbent must also demonstrate the following personal attributes:

- be honest and trustworthy
- strong people skills
- be respectful
- possess cultural awareness and sensitivity
- be flexible
- demonstrate sound work ethics
- demonstrate an excellent attendance record.

**WORKING CONDITIONS;**

- Temperatures fluctuate with seasons.
- Noise level is moderate to loud.
- Much of the work is self-paced.
- Smoke free work place.
- Drug free work place.

**Physical Demands**

- Visual Color Discrimination — the ability to match or detect differences between colors, including shades of color and brightness.
- Arm-Hand Steadiness — the ability to keep your hand and arm steady while moving your arm or while holding your arm and hand in one position.
- Near Vision — the ability to see details at close range (within a few feet of the observer).
- Finger Dexterity — The ability to make precisely coordinated movements of the fingers of one or both hands to grasp, manipulate, or assemble very small objects.
- Manual Dexterity — The ability to quickly move your hand, your hand together with your arm, or your two hands to grasp, manipulate, or assemble objects.

**Environmental Conditions**

- Exposed to Contaminants.
- Exposed to Hazardous Conditions.
- Spend Time Using Your Hands to Handle, Control, or Feel Objects, Tools, or Controls.
- Spend the majority of your time standing
- Wear common protective or safety equipment such as safety shoes, glasses, gloves, hearing protection, hard hats, paint suits, respirators, etc.

**Sensory Demands**

The incumbent must spend long hours in intense concentration.

**Mental Demands**

There are a number of deadlines associated with this position, which may cause significant stress. The incumbent must also deal with a wide variety of people on various issues.

The above statements are intended to describe the general nature and level of work being performed by the incumbent(s) of this job. They are not intended to be an exhaustive list of all responsibilities and activities required of the position

CERTIFICATION

I certify that I have read and understand the responsibilities assigned to the Painter's position.

Employee Signature

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Printed Name Date

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I certify that this job description is an accurate description of the responsibilities assigned to the position.

Supervisor's Title

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Supervisor's Signature Date

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