



CNC PROGRAMMER

DIVISION:	Aluminum	JOB CODE:	6043
LOCATION:	Salisbury	JOB FUNCTION:	Manufacturing & Production
DEPARTMENT:	Engineering	FLSA STATUS:	Exempt
REPORTS TO:	Engineering Mgr.	EFFECTIVE DATE:	09/30/25

JOB SUMMARY

Program Computer Numerical Control (CNC) machines (Milling, Waterjet, Cutter), perform setup and machining first runs of new machined parts, conduct operator training, and setup of production and maintenance support items using CNC Mills, Standard Mills, Standard Lathes, Waterjet and Textile Cutters and other related equipment.

QUALIFICATIONS

Education/Experience

Associate degree in Applied Science for Computer-Integrated Machining or related discipline from two-year college or technical school; or equivalent combination of education/certification/experience.

Previous experience as a programmer/machinist in a manufacturing/development environment preferred.

Knowledge/Skills/Abilities

Technical Skills. Proficiency with 3-Axis CNC Router/Mills (MultiCam preferred), 5-Axis CNC Router/Mills (C. R. Onsrud with MachMotion/FANUC controllers preferred), Aggregates/Angle Heads, Waterjet machines (FLOW preferred) and Textile CNC Cutters (Eastman preferred.) Understanding and ability to use standard machining equipment/controls. Ability to machine fibrous materials and metals. Proficiency working with customer specifications.

Core People Skills. Ability to positively interact and work collaboratively with a diverse group of people at all levels of the organization and across the globe. Genuine with high ethical standards and values, and personal integrity and honesty. Displays humility and adaptability. Ability to apply a large measure of common sense to a variety of situations. Entrepreneurial attitude toward work center excellence.

Communication Skills. Ability to speak clearly and persuasively in positive or negative situations, listen and obtain clarification, and respond well to questions. Proficiency in writing clearly and concisely and editing work for spelling and grammar. Ability to vary writing style to meet business needs.

Computer/Applications Skills. Working knowledge of Microsoft Office Products. Proficient in Mastercam 2024 or newer, AutoCad 2024 or newer, Autodesk Inventor 3D and/or Solidworks. Proficient in G-code programming. Proficient computer skills using a variety of software applications systems.

Core Business Skills. Ability to exercise sound judgement and discretion in handling of proprietary and confidential information. Displays willingness to make decisions and work independently, without significant direction and to use resources effectively to "figure it out". Strong critical thinking skills, judgment and keen attention to detail and accuracy. Ability to work collaboratively within a matrix environment. Exceptional prioritization, time management and organizational skills. Ability to write routine reports and correspondence. Highly organized, detail oriented and self-disciplined.

Professional Investment. Demonstrated commitment to personal professional development and life-long learning.



ESSENTIAL FUNCTIONS AND RESPONSIBILITIES

1. Properly plan machining by studying quote and engineering masters, drawings, engineering plans, materials, specifications and machining parameters; accurately interpret Geometric Dimensioning and Tolerancing (GD&T).
2. Correctly and efficiently program Mills/Routers by:
 - a) Entering instructions, including zero and reference points.
 - b) Setting tool registers, offsets, compensation, and conditional switches.
 - c) Calculating requirements, including performing basic math, geometry and trigonometry.
 - d) Proving part programs.
3. Effectively and efficiently set-up Mills and Lathes by installing and adjusting three and four jaw chucks, tools, attachments, collets, bushings, cams, gears, stops and stock pushers; indicate vices and tramming heads.
4. Verify accuracy of program settings by measuring positions, first-run part, and sample workpiece.
5. Effectively maintain specifications by observing drilling, grooving and cutting, including turning, facing, knurling and thread chasing operations; take measurements, detect malfunctions, and apply troubleshooting processes. Adjust and reprogram controls replace worn tools, and adhere to quality assurance procedures and processes.
6. Proficiently use AutoCAD and Mastercam to model parts in 2D & 3D and create machining programs for simple and complex parts; utilize FlowCut and FlowPath software to program Flow Waterjet and Eastman CutPro software to program Eastman Talon textile cutter.
7. Accurately design fixtures, tooling, and experimental parts to meet special production and engineering machining needs.
8. Design and work with various vendors to fabricate custom tooling, as needed.
9. Prepare working sketches for the illustration of production appearance.
10. Develop and maintain accurate work instructions for the CNC machining of products.
11. Perform safe and thorough training of production employees using CNC machines.
12. Properly manage CNC stock tooling inventory and issuance.
13. Promote positive team member and customer relations by supporting Pyrotek's commitment to a working environment of tolerance, acceptance and civility. Respond appropriately to inquiries, concerns and complaints by being professional, courteous and respectful at all times.
14. Maintain regular, consistent, reliable, punctual, and predictable attendance, as required to achieve internal and external customer satisfaction.
15. Actively and positively participate in problem resolution, demonstrating constructive communication, timely response and effective resolution skills. Work effectively within team environments both within your department and across the organization.
16. Cooperate and comply fully with all Pyrotek policies and procedures. Actively support and follow the Pyrotek Safety Program.
17. Actively support compliance with all relevant ISO management system standards by establishing, implementing, maintaining, and/or controlling processes and planned changes to identify and manage environmental aspects, impacts, risks, opportunities, and compliance to achieve continual improvement and prevent adverse effects and emergencies.



18. Participate in company/department meetings, training activities, continuing education programs and other associated activities.
19. Consistently promote and communicate Pyrotek's core values through work performance and excellent customer service.
20. Perform other tasks as assigned.

PHYSICAL/SENSORY REQUIREMENTS

The following physical activities described here are representative of those required by a team member to perform the essential functions of this position. Reasonable accommodation, if feasible, will be made to enable individuals with disabilities to perform the functions of position.

While performing the functions of this position, the employee must be able to sit and stand for long periods-of-time, bend and reach, use stairs, lift up to 50 pounds, and occasionally team-lift up to 100 pounds; communicate effectively in English by telephone, in person and in writing; and effectively use a personal computer, office equipment and telephone. Specific vision abilities require both up close and distant sight abilities.

WORKING ENVIRONMENT

While performing the essential responsibilities of this position, the team member will generally work in an office and manufacturing environment with exposure to loud noises, moving mechanical parts, and fumes or airborne particles. Personal Protective Equipment (PPE) including approved footwear, respirators, and safety glasses/goggles required.

Team Member's Signature

Date