



# FLATHEAD COUNTY, MONTANA

## Position Vacancy Announcement

POSITION: WELDER DATE OPENED: 11/07/2017

DEPARTMENT: ROAD DEPARTMENT CLOSING DATE: 11/24/2017

If you have any questions about this position vacancy, call: (406) 758 - 5790.

NUMBER OF POSITIONS OPEN: 1

BARGAINING UNIT: Operators - Road

FULL TIME

REGULAR  
(YEAR ROUND POSITION)

IF APPLICABLE:

TRAINING WAGE: \$ \_\_\_\_\_ per \_\_\_\_\_

PART TIME

SEASONAL

STARTING WAGE: \$ 21.34 per Hour

SALARY AT:

YEAR STEP: \$ \_\_\_\_\_ per \_\_\_\_\_

YEAR STEP: \$ \_\_\_\_\_ per \_\_\_\_\_

YEAR STEP: \$ \_\_\_\_\_ per \_\_\_\_\_

TEMPORARY

VISIT [https://flathead.mt.gov/human\\_resources/downloads.php](https://flathead.mt.gov/human_resources/downloads.php) FOR BENEFIT INFORMATION.

SEE ATTACHED JOB DESCRIPTION. Additional information:

- \*This job opening is a operator's union position.
- \*See attached job description for example of duties.
- \*Successful applicant must have a Montana Commercial Driver's License, minimum type 2, class A, required with endorsements for tanker and airbrakes.
- \*Benefit package includes retirement benefit, health insurance, paid vacation & sick days, holidays, etc.
- \*Applicants with additional mechanical experience a plus.

APPLY FOR THIS POSITION AT FLATHEAD COUNTY'S WEBSITE:

[https://flathead.mt.gov/human\\_resources/apply/](https://flathead.mt.gov/human_resources/apply/)

ALL COMPLETED APPLICATIONS MUST BE SUBMITTED ELECTRONICALLY THROUGH FLATHEAD COUNTY'S WEBSITE BY 5:00 PM ON THE CLOSING DATE. Paper, faxed or email applications will not be accepted.

Flathead County's pre-employment process includes reference checks and criminal history checks. A record of criminal conviction will not necessarily bar you from employment. Depending on the position, the pre-employment process may also include skill testing and drug/alcohol testing.

FLATHEAD COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER

Flathead County is an equal opportunity employer. Flathead County shall, upon request, provide reasonable accommodations to otherwise qualified individuals with disabilities.

This job description is intended to reflect core areas of responsibility and an incumbent employees' knowledge and skill set needed to complete those functions. This document is not intended to catalog each individual duty; employees are routinely called upon to address emerging employer requirements in alignment with individual work units and assignments of jobs. The job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer change.

<b>Job Title:</b> Welder	<b>Job Code:</b> 16160, 16170
<b>Department:</b> Road & Bridge	<b>Pay Grade:</b> Union Contract
<b>Reports to:</b> Shop & Fleet Supervisor	<b>FLSA Status:</b> <input checked="" type="checkbox"/> Non-Exempt <input type="checkbox"/> Exempt

**Department Overview:** The Flathead County Road and Bridge Department maintains roads, bridges, and equipment. Other operations include, but are not limited to: installation and upgrade of signs, guardrail, culverts, repairs of road damage, clearing obstructions on roads and rights-of-way, striping of roads, crosswalks and walkways, rock raking, removal of trees that blow down, and sweeping roads. In addition, the office deals with budget issues, rights-of-way issues, encroachment permits, load limits, and a variety of public issues including road reviews for subdivisions, etc.

**Job Summary:** The Welder performs a variety of welding processes in repairing and fabrication of parts on road and construction equipment. The tasks performed includes welding and modifying equipment and fabricating parts; using welding equipment as determined by the metal of the item(s) to be repaired; repairs broken or cracked metal objects, fills holes and builds up metal parts.

**Essential Functions (Major Duties or Responsibilities):** *These duties are the essential functions and are not all-inclusive of all duties that the incumbent performs.*

- Weld components in flat, vertical, or overhead positions according to specifications, work orders and established safety protocols.
- Operate safety equipment and use safe work habits.
- Layout, position, align, and secure parts and assemblies prior to assembly, using straightedges, combinations squares, calipers and rulers.
- Examine a wide variety of metal pieces, or metal components of larger structures for defects and measure with straightedges or templates to ensure conformance with specifications.
- Recognize, set up, and operate hand and power tools common to the welding trade, including shielded metal arc and gas metal arc welding equipment.
- Weld separately or in combination, using aluminum, stainless steel, cast iron, and other alloys.
- Clamp, hold, tack-weld, heat-bend, grind or bolt component parts to obtain required configurations and positions for welding.
- Select and install torches, torch tips, filler rods and flux, according to welding chart specifications or types of thicknesses of metals.
- Connects regulator valves and hoses to fuel cylinders and welding torches; turns regulator valves to activate flow of gases, light torch, and adjusts gas mixture and pressure to obtain desired flame.

- Hold torch at a proper angle to metal and guides along weld joint; applies filler rod to molten area to form weld; examines weld for bead size and other specifications, chip or grind off excess weld, slag or splatter.
- Position, align, fit and weld parts to form complete units or subunits, following blueprints and layout specifications, and using jigs, welding torches and hand tools.
- Set up and safely operate fabricating machines, such as brakes, rolls, shears, flame cutters, grinders and drill presses, to bend, cut, form, punch, drill or otherwise form and assemble metal components.

**Non-Essential Functions:**

- Requisitions repairs and servicing parts and supplies; maintains record of parts and supplies used in repairs and servicing.
- Perform or assist in mechanical repair work.
- Maintain tools and the welding shop area in a clean and orderly condition.
- Perform other duties as assigned including but not limited to attending staff or safety meetings, providing backup for other staff, participating in training, etc.

**Physical Demands and Working Conditions:**

- Frequently required to walk, sit, talk and hear. Required to use hands and arms in handling, installing, positioning, and moving materials and manipulating items.
- Must routinely lift and carry 10 to 50 pounds; and occasionally 50 to 100 pounds.
- Routinely required to stand for long periods of time. Required to complete physical activities that require considerable use of your arms and legs and moving your whole body, such as climbing, lifting, balancing, walking, stooping and handling of materials.
- Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision and depth perception.
- Work occurs in a shop environment as well as on site at any County location; occasionally work is performed outdoors, possibly in harsh conditions, when equipment needs welding repairs on work sites.

**Supervision Exercised:** The primary function of this job is not in a supervisory capacity. Work is performed with considerable independence under the general direction of a supervisor who assigns work by work order or by oral or written instructions identifying the needed repair.

**Knowledge, Skills, and Abilities:**

This position requires knowledge of raw materials, production processes, quality control, costs, and other techniques for maximizing the effective manufacture and distribution of goods; knowledge of design techniques, tools, and principles involved in production of technical plans, blueprints, drawings, and models; knowledge of machines and tools, including their designs, uses, repair, and maintenance; knowledge of arithmetic, algebra, geometry, calculus, statistics and their applications.

Skill in the use of welding and fabricating equipment, including but not limited to motorized cutting torches, pattern cutting torches, welding torches, brazing equipment, heliarc welding equipment,

oxyacetylene welding equipment, portable gas operated arc welders, rod ovens, storage ovens and hot boxes, welding guns, drill presses, Beverly shears; hand shears, unishears, computerized numerical control (CNC) press brakes, magnetic drill presses; straightening presses, and hand and welding shields.

Must have a valid Montana State driver's license and be able to obtain a Montana Commercial Driver's license Type1, Class A with endorsement for tanker within one year of hire.

**Education and Experience:**

The job requires education and experience equivalent to graduation from high school, and three years apprenticeship in welding and fabricating operations; or any equivalent combinations of experience and training which indicate possession of the knowledge, skills and abilities listed.

Action	Date	Reference
Adopted	6/15/2000	Commissioners' Minutes
Revised	12/8/2015	Commissioners' Minutes
Revised	11/6/2017	Commissioners' Minutes