**CNC Operator**

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| **DEPARTMENT:** |  |  | **DATE:** | 09/18/2025 |
| **REPORTS TO:** |  |  | **FLSA:** | Non-Exempt |

**The Company**

*Heico has a history of success. Since its founding over 40 years ago, The Heico Companies has grown from a single business to more than 80 separate companies through a strategic acquisition process. Once acquired, individual businesses grow by reinvesting earnings into internal growth. Historically talented at restoring distressed companies, Heico strategically targets acquisitions that will complement its ever-growing portfolio of companies in manufacturing, construction, and industrial services.*

*Heico’s portfolio of companies are organized into four groups: Applied Solutions Group, Construction Solutions Group, Industrial Technologies Group, and Metal Processing Group. Once acquired, new Heico companies are assigned to a group and run on a stand-alone basis, allowing for great independence as well as the opportunity to share knowledge about markets, production processes, and management practices across other Heico groups and companies.*

*Heico continues to seek out new opportunities and maintain its standard of success. The Heico Companies has remained a privately held company since its creation and maintains a majority ownership in each of its operations, which generates nearly $4 billion dollars in revenues. Many of our businesses are certified Woman-owned Business Enterprises (WBE).*

*More information about the overall organization can be found at* [*www.heicocompanies.com*](https://nam04.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.heicocompanies.com%2F&data=05|01|CFischer%40itg.heicocompanies.com|74f2b08c8ee6405d626208dbb3d2885c|d453a2eceedf4329aaac02c877f3439b|0|0|638301489029815351|Unknown|TWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D|3000|||&sdata=6IhPXBd5UV0eLmhx%2BjbMLKGzUd47FB9z9zw5OYkQKDM%3D&reserved=0)*.*

**Versatile Mold and Design, Inc. (VMD)** designs and builds molds and dies for numerous multi-national companies in a wide variety of industries. Versatile also acts as a product development partner with our customers by offering prototyping services, design support and part production. Since our inception, Versatile has been committed to improving the long-term competitive edge of our customers through innovative engineering. We are a full-service molding facility capable of providing support through all phases of the development process. We have extensive experience with both thermoset and thermoplastic materials. We design and build tooling for injection molding, compression molding, transfer molding, and metal stamping. Versatile also offers general machining, wire and sinker EDM services as well as tool maintenance, repair and refurbishment.

**The Position**

The CNC (Computer Numerical Control) Operator is responsible for operating CNC machinery to produce or modify components and tools made of metal, plastic, or other materials. In the role, the employee must ensure that precision machining operations are completed to meet quality and safety standards, as well as production timelines.

**Job Description**

**Primary Responsibilities**

* Operate CNC mills, lathes, wire EDM, sinker EDM, hole poppers or other machines according to specifications and work instructions.
* Load raw materials into machines and monitor the machining process.
* Inspect finished parts using precision measuring tools (calipers, micrometers, gauges).
* Make machine adjustments to control speed, feed, and tool paths as needed.
* Perform routine machine maintenance and keep the work area clean and safe.
* Read and interpret blueprints, engineering drawings, and work orders.
* Record production data and complete quality control documentation.
* Dis-assemble and re-assemble molds, dies and other tooling to perform maintenance or repairs. Clean as needed and replace worn components as needed.
* Communicate issues with tooling, machinery, or materials to supervisors.

*Other Duties: This job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.*

**Job Requirements**

**Education**

* High school diploma or GED required; technical training or certification in CNC machining preferred.

**Skills & Relevant Work Experience**

* 1+ years of experience operating CNC machines in a manufacturing environment.
* Ability to read blueprints and use precision measuring instruments.
* Basic understanding of G-code or machine programming is a plus.
* Attention to detail and commitment to producing quality work.
* Physical ability to stand for long periods and lift up to 50 lbs.

**Physical Requirements**

* Typically sits, grasps items, and performs keyboarding for regular operation of a computer.
* Stand, walk, bend, reach or otherwise move about regularly.
* Life, move, or otherwise transfer items up to 40lbs occasionally.

**Work Environment:**

* Manufacturing shop floor; exposure to machinery noise, oil, and metal shavings.
* Must wear personal protective equipment (PPE) as required.

**Key Competencies**

* **Commitment to EHS** – The employee must continually demonstrate an unequivocal commitment to the highest standards of health and safety for the workforce and be a leader in ensuring the company maintains its high levels of environmental performance.
* **Unquestionable Integrity** - Demonstrates the highest degree of integrity when engaging with associates, distributors, and stakeholders. Leads ethically by example and fosters a culture firmly grounded in the values of the organization.
* **Collaborative Style** – Engages stakeholders in problem solving and decision making. Is adept at bringing people together to tackle issues rather than dictate solutions. Has a collegial, inclusive working style and is professional and courteous. Builds strong relationships both internally and externally. Is both confident and humble.
* **Communication Skills** - Excellent verbal and written communication skills with the ability to effectively deliver and reinforce consistent messages at all levels. Excellent listening skills.

**EOE M/F/D/V**