**Tool Maker / Mold Maker / Diemaker**

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| **DEPARTMENT:**  | Tooling |  | **DATE:**  | 09.18.2025 |
| **REPORTS TO:** | Tooling Supervisor |  | **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**

Responsible for the production, fabrication, repair, maintenance, and enhancement of molds, dies all other tooling such as jigs, fixtures, and fittings to support business objectives. Provide support and troubleshooting for new tooling during product introductions to guarantee the robustness of production builds. Engage in various phases or sub-tasks of projects or entire projects of moderate complexity, with outcomes impacting project completion. Work under general supervision, with progress reviewed at project milestones and upon project completion by Senior Management.

Mold makers will have specialized experience and skills related to the production, repair and maintenance of injection or compression molds. Diemakers will have specialized experience and skills related to the production repair and maintenance of progressive stamping dies.

**Job Description**

**Primary Responsibilities**

* Performs setup, calibration, maintenance, programming and operation on a variety of machining equipment including lathes, surface grinders, drill presses, milling machines, CNC equipment, hydraulic presses and other toolroom equipment to assemble and/or fabricate parts, complex assemblies and production tooling.
* Proficiency in setting up and operating CNC machines, including knowledge of various machining techniques and tooling; Strong programming skills with the ability to write and edit code programs. Familiar with CAM software.
* Assess, build, and repair damage to molds and other production tooling.
* Make-to-suit complex drill jigs, holding fixtures, and templates.
* Performs Welding (TIG, MIG, and Stick)
* Verifies dimensions of products for accuracy and conformance to specifications using precision measuring instruments such as calipers, gauges and micrometers troubleshoots, debugs and modifies to achieve expected performance
* Reads and interprets specification manuals, blueprints, templates and layouts to determine machining operation to be performed including interpreting geometric dimensioning and tolerancing (GD&T) symbols.
* Assist in new tool startups and tool validation
* As needed, perform scheduled preventative maintenance on all tooling
* Troubleshoots tooling problems impacting production.
* Computes dimensions and tolerances and measures and lays out work pieces.
* Maintain required documentation related to production mold revisions, procurement, vendor and customer requirements.
* Participate in DFM reviews.
* Organize pins and molds and keep updated
* Participate in continuous improvement projects
* Cross trains in other complementary skills and seeks endorsements for those skills as needed to support production requirements.
* Responsible for observing all applicable safety requirements, reporting immediately any unsafe practices/conditions and correct use of appropriate personal protective equipment.
* Willingness to provide leadership and work in a team-oriented environment.
* Provide technical support and plastic expertise to support smooth operation of equipment and processes.
* Communicate effectively with supervisors, managers, and sales team with progress of scheduled projects.
* Work with various departments and managers to maintain quality and improve processes.
* Perform sample experiments of mold processes in order to perfect operations. Test and debug final tools prior to run off with customers.

*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**

* Completion of an Apprentice or Journeymen Toolmaking program or 4 years of equivalent work experience.

**Skills & Relevant Work Experience**

* Knowledge of high cavitation molding of precision small parts. Specific experience in compression and injection molding is preferred.
* Computer proficiency in 3D and 2D CAD, Microsoft Office.
* Experience as a CNC Machinist/Programmer.
* Good understanding of measuring instruments (calipers, micrometers, height gauges, depth mics, indicators).
* Excellent attention to detail and problem-solving skills.
* Strong written and verbal communication skills.
* Knowledge of plastic processing and plastic materials.
* Knowledge of tool design and molding principles.
* Excellent written and verbal communication skills
* Strong organizational skills and ability to prioritize multiple tasks seamlessly with a strong attention to detail.
* Strong time-management skills and an ability to organize and coordinate multiple concurrent projects.
* Very strong interpersonal skills and the ability to build relationships with key stakeholders.
* Demonstrates discretion, professionalism, and decorum in all interactions.
* Bilingual skills in Spanish and English a plus.
* Proficient in Microsoft 365 (Word, PowerPoint, and Excel) and Adobe Acrobat a plus.

**Physical Requirements**

* Must be able to lift up to 50 lbs.
* Requires excellent mobility and the use of proper lifting techniques to avoid injury.
* Must be able to stand for 8 hours per day.
* Must have very good manual dexterity, use of hand and eye coordination and fine motor skills.
* May be exposed to high levels of heat.
* Must be able to stoop, bend, crouch, walk and sit.

**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**