



JOB DESCRIPTION AND PERSON SPECIFICATION

JOB TITLE: CNC TEAM LEADER (CAD/CAM & CASTING MACHINING SPECIALIST)

REPORTING TO: Production Manager

RESPONSIBLE FOR: CNC Machinists/Operatives

JOB SUMMARY:

The CNC Team Leader is responsible for leading, motivating and developing the machining team, ensuring efficient workflow, right first time products, whilst striving for continuous improvement in CNC operations to drive through cost savings.

MAIN DUTIES OF JOB:

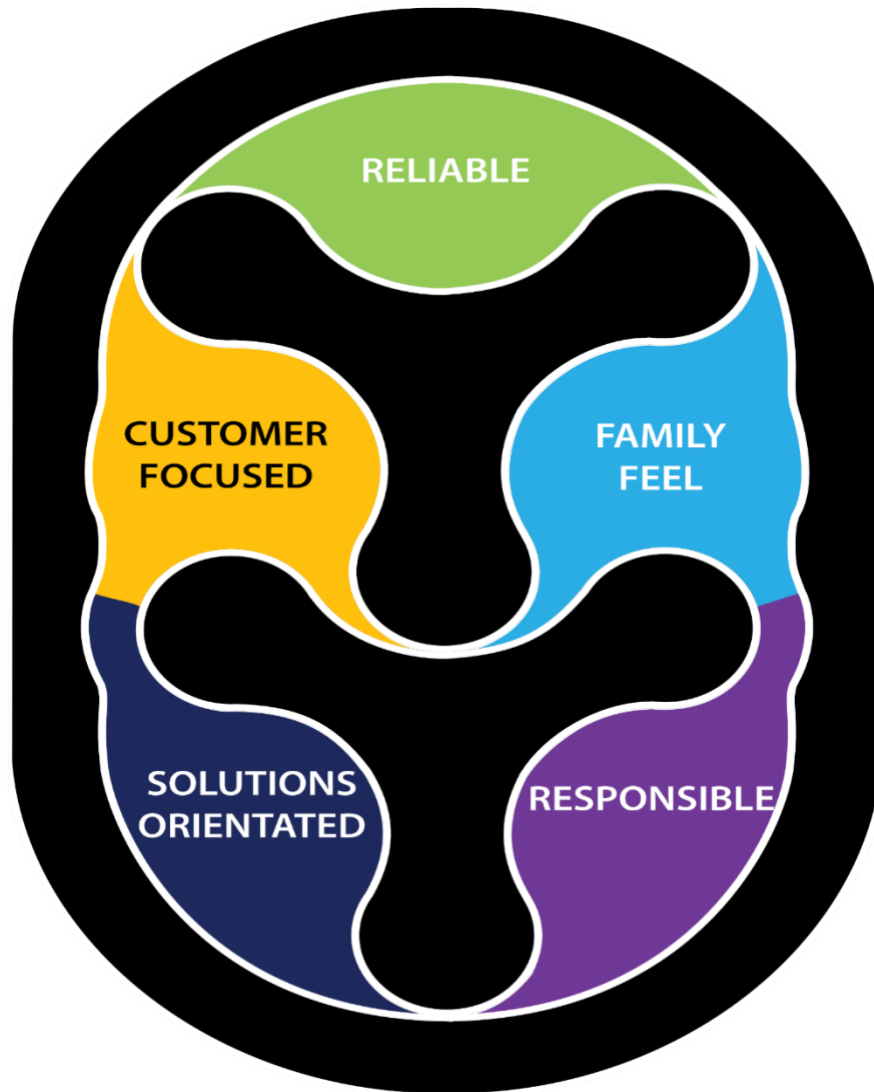
- Oversee and coordinate the daily activities of the CNC Team.
- Program CNC machines using CAD/CAM software (e.g., Mastercam, Fusion 360, SolidCAM).
- Oversee the machining of castings, ensuring dimensional accuracy and surface finish requirements.
- Optimise tooling, fixtures, and machining strategies for cast components
- Conduct quality checks and ensure compliance with engineering specifications and safety standards
- Train and mentor team members in CNC operations and best practices
- Collaborate with engineering and quality departments to resolve technical issues
- Monitor production schedules and ensure timely delivery of machined parts
- Maintain equipment and oversee preventive maintenance schedules
- Drive continuous improvement initiatives to enhance productivity and reduce waste

OTHER DUTIES:

A degree of flexibility is needed and the employee may be required to perform work not specifically referred to above.

HEALTH AND SAFETY:

The Company has a Health and Safety Policy which outlines it's responsibilities as an employer and the responsibilities of it's employees in respect of health and safety. All employees need to be aware of this policy and comply with it's content.



RELIABLE

Our customers trust us because we manufacture high quality, durable and long-lasting products which continue to deliver value over their lifetime.

CUSTOMER FOCUSED

We operate globally, with local presence across 5 continents. We are committed to supporting our customers from first contact and continually look for opportunities to add value.

FAMILY FEEL

We are proud to be a family business, we want all of our people to feel a sense of inclusion, support and belonging.

SOLUTIONS ORIENTATED

We are experts in the design and assembly of custom packages for challenging environments and work with our customers to deliver the best solution to suit their needs.

RESPONSIBLE

We are resource aware and mindful of full lifecycle costs. We are consciously seeking new applications that support a cleaner, safer, more sustainable future.



PERSON SPECIFICATION

	Essential or desirable
Education	
NVQ/HNC (or equivalent) in Mechanical Engineering or Manufacturing	E
Team Leading/Management qualification	E
Certificate in machine shop technology or machine tool technology/machinist	E
Knowledge and Experience	
Demonstrable experience as a CNC Team Leader/Supervisor or Senior CNC Machinist	E
Demonstrable experience of CNC machining	E
Experience using multi-axis CNC milling and turning machines (3, 4 or 5 axis)	E
Familiarity with ERP systems and production planning tools	E
Expertise in CAD/CAM software and CNC programming	E
Strong understanding of machining processes for castings (ferrous and non-ferrous)	E
Knowledge of lean manufacturing and continuous improvement methodologies	D
Skills and personal attributes	
Ability to read and interpret engineering drawings and GD&T	E
Ability to lead, motivate, coach and develop a team	E
Ability to quickly establish and where appropriate further develop effective relationships with key stakeholders	E
Excellent communication, verbal, and written skills	E
Organised, accurate and have an eye for detail	E



Excellent interpersonal skills to deal with challenging situations	E
Excellent analytical and computer skills	E
Be innovative and open to new ideas	E
Find solutions to problems in an efficient and effective manner	E
Be resilient and positively adapt to change	E
Self-motivated with a desire to set high standards of work performance for self and others	E
Ability to work using own initiative	E
A positive outlook and 'can do' approach to tasks	E