

Job Description – Maintenance Technician & Assembler with Electro-Mechanical Experience

Lemke Industrial Machine is looking for a Maintenance Technician & Assembler to join our innovative team. We seek a multi-skilled and versatile person to assist shop operations. This role is new to Lemke, but will be instrumental to ensuring uptime of machinery and in supporting electronic component and panel integration on our products.

We are looking for someone to help do the heavy lifting and assist in the development of preventive maintenance schedules and collaboration with machinists & project engineers to ensure that we are providing the best possible product for our customers. We need someone who can problem solve assembly and electrical problems on their own, but bring in resources and collaborate when necessary. We need a thinker – not just a do-er.

At Lemke, the only way is up! Join our growing team and be one of our customer's Lifting Partners! We offer a fun and healthy work environment that's focused on teamwork, innovation, creativity, and open and honest communication at every level. We are incredibly proud of the products we produce. We would like someone to help us stay true to our Core Values while ensuring high customer satisfaction.

We are looking for someone who can assist day-to-day maintenance activities, while also assisting the evolution of our electrical controls integration. This is a new position for Lemke – and will report in to the Shop Manager, who is responsible for product assembly.

This is a 1st shift position that is typically four (4) Ten Hour Days (M-Th) with Overtime available, as required.

If you're interested, head to our website to learn more at <https://lemkeindustrial.com/about-us/> and reach out if you'd like to apply.

Competencies, Qualifications or Experience:

- Electrical Installation & Repair
 - Including 480 three phase
- Electronic Assembly and Troubleshooting
 - Including CNC repair
- Process Controls
 - Including VFDs, Soft Starters, PLCs and other monitoring equipment
- Hydraulics and Lubrication
- Mechanical Assembly
 - Including bearings, couplings, and brake assemblies

Competencies, Qualifications or Experience (con't):

- Safety Procedures
- Ability to adapt to changing environments and manage complex projects.
- A keen eye for detail and a results driven approach

Working Conditions & Job Requirements:

- The work is primarily performed in the shop, which is subject to extremes of heat, cold and humidity. There will be exposure to dust, smoke, and high noise levels, at times
- Must be able to climb ladders and stairs, as necessary.. Must be able to navigate in confined spaces as required by machine and equipment configurations... Must maintain hair and facial hair at suitable lengths for the safe operation of all equipment.
- Very occasional travel could be requested, but rarely.
- May be required to wear protective equipment in Lemke shop and customer job sites
- Must be physically capable of loading and unloading material in the shop. Must be able to operate vehicles.
- Must provide a personal set of tools for job assignments.
- Must be able to lift 100 pounds.
- Must be in sound physical condition and able to perform a physically demanding job which requires standing during most of the shift.
- Must have a clean driving record and a valid driver's license.
- Must speak English well enough to take instructions from supervisor and communicate with fellow employees. Must understand enough math to verify job requirements and specifications. Must be able to read and write English well enough to read and understand instructions, work orders and other paperwork.
- Must be a team player and have the ability to work without constant supervision.
- Must be willing to learn new concepts and procedures.

Reporting, Tasks & Duties:

- The position would report to the Shop Manager and assist the Shop Manager, as required
- Completes work as assigned by the Shop Manager. Prioritizes work according to schedule.
- Ensures that all materials and tools required to complete the job are in proper working order.
- Accurately completes in-process and final inspection reports on all parts.
- Assists with shipping and receiving, as required.
- Primarily responsible for facility maintenance, as required.
- Communicates with coworkers for smooth transition between shifts.

Reporting, Tasks & Duties (con't):

- Assists with training of workers, as required.
- Assists in assembly work, with the unique competence of serving as the focal for Electro-Mechanical integration.
- Ensures that each job is completed on time and within budget.
- Ensures accurate and timely completion of job tickets for each job and of daily timecards.
- Notifies Shop Manager, immediately, of any damage done to Company Equipment or Property.
- Assists Shop Manager in maintaining an organized shop environment with adequate supplies. Notifies Shop Manager when supplies are low.
- Notifies Shop Manager, immediately, if work does not meet quality standards.
- Ensures that correct material is used for all jobs.
- Assist management in effective cost/expense control.
- Ensures that supplies are not wasted and that the cost of supplies remains within budgetary guidelines as established by the Shop Manager.
- Cleans work area daily.
- Obeys all safety rules and regulations.
- Obeys all company rules and regulations.
- Performs any other duties and tasks as may be assigned from time to time by the Shop Manager.

Measurement of Performance:

- Success in this role will be deemed to be acceptable when:
 - Rework caused by failure to follow specifications during shift is minimal.
 - The Shop Manager is satisfied with the quality and quantity of work performed.
 - Shop Manager has been informed in advance of any absence, late arrival, or early departure.
 - Work areas are neat and clean at the end of each shift.
 - Paperwork and reports are up to date and accurate.
 - Tardiness and absenteeism are less than 3%.
 - The Shop Manager has been kept informed of any potential problems with equipment, other problems, and schedules.
 - Reports any injuries or accidents to the Shop Manager and the Office, immediately.

About Lemke:

Lemke Industrial has been around since 1973 and was started as a job shop machine shop. However, for the last ~30 years, we started to explore machinery to lift hydropower gates and moveable bridges. That has resulted in those two markets becoming our core business.

Lemke has been a small business throughout much of its history. We've worked on large projects and have a good-sized facility, but the business has remained pretty low key. But, we're on a strong growth trajectory right now and have quadrupled the output of the company for 2023 and see continued growth for the years ahead. Our industries remain fairly insulated as bridges and Dam hoists need to be maintained and upgraded. These tend to be large projects that get funded by public or private entities without opportunity for delay – they are large, approved Capital Budget projects. In addition, there is infrastructure spending that is keeping our markets healthy. And so, we are investing in our business with new equipment, shop expansion and additional talent to support this growth.

Most people might imagine a machine shop that is designing and building large machinery like this to not be innovative, but I think most of our people find it to be quite the opposite. Some describe the current feel as a bit of a start-up. I think the reason for that is that we're on a path to take this small business and make it something that can sustain real growth – with engineering processes, with an improved quality system, with R&D efforts and with shop optimization (scheduling and equipment).

We're a tight knit group that enjoys what we do. We're still "coming to work", but we're guided by Core Values and Principles that we've bought in to. We have people that take ownership, stay technical, have a bias for action and work to make this a great place to work for everyone.

The current team is solid, enjoys working with each other, is tenacious and has a desire to solve problems. Large product experience or any heavy moveable equipment like our products in locks, dams, bridges is a plus, but most of our team didn't have that experience when they joined. So, bring a willingness to learn.