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CNC MACHINING OPERATOR

2020 was a successful year for Penta, we've kept everyone fully employed, fully paid and business is great! 2021 has started off strong and will be an exciting year for Penta!

We're investing in our people, new premises, new equipment and through our continual growth we're recruiting a new team mate to our CNC Milling or Turning department. Do you want to join a progressive successful team whose Core Target is to become;

"The engineering company where everyone wants to work and who everyone wants to buy from."

Penta offers:

- Competitive hourly rate.
- A progressive, engaging work environment.
- Job security, training and career opportunities.
- Ample opportunity for overtime.
- 33 days annual leave including statutory holidays.
- Company group profit related bonus scheme.
- Company sickness scheme (subject to qualifying criteria).
- Company auto enrolment pension scheme (subject to qualifying criteria).

We'd welcome applications from experienced CNC Machining Operators:

Candidate Profile

1. Demonstrate alignment and the ability to live and work by Penta's Core Values.
2. Self-starter and a team player with the desire to work in a progressive company.
3. A minimum 3+ years, practical knowledge and experience of operating CNC 3 and 4 axis vertical machining centres and CNC Lathes.
4. Ability to interpret engineering drawings.
5. Ability to manage and prioritise workload in a changing environment.
6. Analytical thinking with problem solving skills
7. Personable with good people skills to develop and maintain effective working relationships.
8. Have a continuous improvement focus.

Cont....

MISSION – CNC Machining Operator

Working together with the Production team to consistently produce “better than the norm” quality of components using robust working methods whilst maximizing machining efficiency and machine utilisation. Embrace continuous improvement to deliver better production flow and quality outcomes and contribute to Penta’s journey “to become the engineering company where everyone wants to work and who everyone wants to buy from”.

OUTCOMES	
1	<p>Operating multiple CNC machines.</p> <ul style="list-style-type: none"> • Learn to operate all machine types and know their quirks. • Assist programmer setters in any way to clean down and get the next job going. • Deburr and finishing operations in cycle, shout out if assistance is necessary. • Learn about “5s” and improve your working environment. • At the end of shift, leave the next component ready to roll in the morning.
2	<p>Consistently produce “better than the norm” quality of components.</p> <ul style="list-style-type: none"> • Follow robust work holding and working methods. • Conduct required in process inspection to validate processes. • Produce finished components to be proud of. • Keep count.
3	<p>Maximise machining efficiency and machine utilization.</p> <ul style="list-style-type: none"> • Always work to beat planned card times. • Communicate and collaborate with team mates to maximize machines in-cycle and machine utilisation. • Collaborate to assist programmer setters to expedite getting jobs up and running. • Support colleagues and the team with sick or holiday cover.
4	<p>Contribute with other departmental tasks.</p> <ul style="list-style-type: none"> • Bench work, tool fitting and other assembly work where necessary. • Operating manual metal cutting machinery, e.g. centre lathes, universal milling machines, and surface grinders. • Assisting with material deliveries where necessary. • Take the lead in good housekeeping to assist the team.
5	<p>Proactively contribute to the milling/turning department’s continuous improvement activities.</p> <ul style="list-style-type: none"> • Play an equal part in the milling/turning weekly L10 meeting. • Red flag issues and opportunities for improvement. • 100% completion of “to do’s” within 14 days. • Complete one Rock per quarter. • Follow ISO9001:2015 procedures and feedback systems.

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Interview Process:

Telephone Interview approx. 1 hour long

2nd Interview

15 minute aptitude test.
60 minute practical test running a machine.
1.5 hours interview. (Andy Vick & Mark Walker)

GIA and PPA on line tests

Prepare to discuss at the start of the second interview;

“Through your time working as a CNC Machining Operator, please explain the top 5 issues that you have found disruptive to your work flow and hampered your output. What suggestions would you have to improve or remove these obstacles?”

3rd Interview

The interview will take 2.5 – 3 hours and comprise of;

1. A tour of Penta
2. Discuss point above
3. 2 hours second interview. (Andy Vick & Mark Walker)