

<p style="text-align: center;">M. A. FORD MANUFACTURING COMPANY, INC. Job Description</p>

Job Title: R&D Technician

Dept: Engineering

Status: Non-Exempt

JOB PURPOSE AND REPORTING STRUCTURE: The R&D Technician, under the supervision of the R&D Manager, is responsible for the programming, operation, testing and documenting as required in the R&D Department.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following. Other duties may be assigned.

- Setup and operate, with proficiency, all R&D test equipment
- Participate as needed in product training sessions, customer visits, demonstrations
- Identify and report any machine /equipment or safety related issues observed during operation of R&D equipment
- Setup and operate all measurement equipment for test results & cutting tool geometry
- Monitor and maintains coolant systems on R&D equipment
- Develop part drawings and tool path programs using available CAD/CAM software to accomplish tests and demonstrations
- Applies his / her knowledge of carbide grade, cutting tool geometry, manufacturing methods, PVD / CVD coatings as applicable to carbide round tool testing

INTERACTION:

- A “can-do” attitude coupled with a sense of urgency when dealing with internal and external customers
- Exhibit a professional and personable approach when interacting with people
- Work within a team framework
- Organize and prioritize activities on a daily basis with minimum supervision

- Listen actively and respond in an appropriate manner
- Reliability and integrity

QUALIFICATIONS: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE:

- High School or GED, Associates Degree or commensurate experience required
- Knowledge of Industry wide materials

SUPERVISORY RESPONSIBILITIES:

- Not applicable

LANGUAGE SKILLS:

- Ability to read, analyze and interpret many forms of business documents, including customer prints
- Ability to effectively communicate with customers and employees through the use of printed materials

MATHEMATICAL SKILLS:

- Ability to perform math calculations such as geometry and trigonometry

REASONING ABILITY:

- Ability to apply common sense understanding to carry out instructions furnished in written, oral, or diagram form
- Ability to problem solve customer tooling issues to isolate potential problem areas

OTHER SKILLS AND ABILITIES:

- Ability to use a computer, telephone or any form of modern communication
- Proficient in MS Word, Excel, AutoCAD, CAM (Mastercam)

PHYSICAL DEMANDS: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- While performing the duties of this job, the employee is consistently required to talk and hear
- Occasionally required to stand, walk, or use hands to finger, handle or touch
- Occasionally required to lift up to 25 pounds.
- Must have capable vision to use a tool scope to determine visual quality of small tooling
- Must be able to drive up to 5 hours one way for customer visits

WORK ENVIRONMENT: The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- The noise level in the work environment is usually moderate
- Works in MA Ford and customer production environments
- Work in an office and or shop environment

MANAGEMENT APPROVAL _____ DATE: _____

EMPLOYEE ACKNOWLEDGEMENT _____ DATE: _____

The above statements reflect the general details necessary to describe the principle functions of the occupation described and shall not be construed as a detailed description of all the work requirements that may be inherent in the occupation.