

Job Class Profile: Welder**Pay Level: CG-29 Point Band: 622-675**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	5	2	5	6	3	3	3	2	6	
Points	233	33	32	29	90	65	62	43	64	651

JOB SUMMARY

The Welder performs skilled journeyperson level work associated with the repair of various types of highway maintenance equipment. Fabricates equipment parts and attachments, makes recommendations on methods of welding repairs, operates various types of tools, equipment and vehicles, and oversees apprenticeship welders.

Key and Periodic Activities:

- Performs welding and cutting processes to repair and rebuild snow clearing equipment as well as other types of vehicles and equipment.
- Designs, manufactures & fabricates equipment parts, components and attachments.
- Diagnoses problems and makes decisions related to job requirements.
- Creates drawings and material lists for equipment fabrication.
- Operates various types of material handling equipment.
- Supervises and trains apprenticeship welders.
- Prepares new equipment to be placed into service by adding safety equipment
- Performs emergency equipment repairs.
- Conducts inventory checks, stock requests and compiles reports as required.

SKILL**Knowledge****General and Specific Knowledge:**

Knowledge of different types of materials and methods related to welding, cutting processes.

Formal Education and/or Certification(s):

- Journeyperson (Welding)

Years of Experience:

- Minimum: 4 to 5 years of experience

Competencies:

- Ability to repair, calibrate and operate machinery.
- Ability to develop new solutions to deal with new problems
- Ability to communicate with and give advice to journeyperson coworkers and apprenticeship

welders.

Interpersonal Skills

- A range of interpersonal skills used are listening to others for information and asking questions to get information in order to diagnose equipment problems and determine what is required to resolve problems and working in a team environment to gain the cooperation of coworkers in order to complete work, solve problems and make decisions.
- The most significant contacts are with the supervisor for job assignment and discussion on any problems that arise during a job; coworkers to discuss repair procedures and share information; equipment operators to determine the problem and required repairs.

EFFORT

Physical Effort

- The demands of the job occasionally result in considerable fatigue, requiring periods of rest. Examples of the kinds of physical demands required include lifting and reaching overhead, pulling welding cables and hoses, working in confined spaces to perform welding procedures, bending, kneeling or stretching for extended periods of time to complete a task, and climbing to do repairs on top of high machinery.
- Constantly required to lift or move objects less than 10 lbs. Regularly required to lift or move objects 10 to 25 lbs. Occasionally required to lift or move objects 25 to 50 lbs and occasionally required to lift or move objects over 50 lbs.
- Required to stand on a constant basis, walk on a regular basis and sit, climb and drive on an occasional basis.
- Manual or physical activities include using hand tools that require accurate control and steadiness and using machinery or equipment that requires very controlled movement on a constant basis. Performing fine finger or precision work, using gross motor skills, operating heavy equipment and maintaining physical balance are performed on an occasional basis.

Concentration

- **Visual and auditory concentration, eye/hand coordination, and alertness to ensure health and safety of others** is required when repairing various types of highway maintenance equipment.
- **Other sensory concentration** demands such as touch and smell are required when performing all welding work.
- Alertness and concentration are required when performing **repetitive** processes such as welding, cutting and burning processes and operating equipment such as drill presses, lathe, cutting saws and torches, etc. to ensure the health and safety of others.
- Impacted by **time pressures and deadlines** particularly during the winter months when snow clearing equipment has to be repaired as quickly as possible in order to keep the equipment operating to keep the highways open and safe.
- **Exact results and precision** are required as all repairs and fabrication of parts have to meet exact standards/measurements.

Complexity

- Work involves a series of fabrication and repair activities requiring similar skills and

knowledge.

- Fabrication and repair activities require identifying the problem and determining the appropriate solution.
- Problems are repetitive in nature with clear solutions typically found from past practice. However, challenges may arise which require consulting with coworkers on the appropriate solution.

RESPONSIBILITY

Accountability and Decision-Making

- Works in a structured environment and work tasks and activities are typically assigned by the supervisor and are highly controlled or monitored.
- Decisions can be made on how to repair the equipment as well as the parts/materials required to complete the job. In the absence of a supervisor, decisions may be made in emergency situations, (i.e. to remove a broken down vehicle from a roadway).
- Approval is required for purchasing supplies and tools, and travelling. Difficult or unique job tasks can be referred to Supervisor for direction.
- Some discretion may be exercised when determining whether to replace or repair broken parts and when preventative maintenance is required on equipment.
- Advice is provided to coworkers and apprenticeship welders related to equipment repair.

Impact

- Work results can have an impact within immediate work area, within and outside department/group, within and outside organization and on equipment operators and the general public.
- Activities can also impact equipment, finances, health and safety as well as corporate image.
- Proper diagnosis and repair of equipment contributes to the health and safety of the equipment operator and the general public.
- Mistakes or errors related to improper welding jobs can have some impact on finances, the health and safety of equipment operators and the general public and corporate image.
- Work tasks and activities tend to be highly monitored or controlled and mistakes or errors tend to be identified and resolved within hours of problem identification.

Development and Leadership of Others

- There is no supervision of staff.
- Oversees and evaluates welders during their apprenticeship program as well as provides training and support to new employees (welders) that are hired.

WORKING CONDITIONS

Environmental Working Conditions

- Required to wear safety equipment such as gloves, glasses, hard hats, safety boots, ear protection, dust masks, safety vests, coveralls, welding shield, and respirator. Portable exhaust systems, welding screens and fire extinguishers must also be available, if required.
- The likelihood of minor cuts, bruises, abrasions, minor illnesses, fractures, partial disability or

total disability are limited given that all health and safety regulations are followed.

- Constantly exposed to unusual/distracting noise; dirt, dust, filth or garbage; glare; fumes; hazardous chemicals; odours; and heavy machinery.
- Occasionally exposed to limited ventilation and lighting; toxic or poisonous substances; dangerous heights or depths; wet or slippery surfaces; electrical shocks; awkward or confining workspaces; temperature extremes; fire; sharp objects; adverse weather conditions and travel.