

**BELLINGHAM MARINE INDUSTRIES
JOB DESCRIPTION**

Job Title: Welder - Aluminum Tig Welder
Reports To: Steel Shop Lead
Work Schedule: Monday through Friday, overtime and weekends as required.
FLSA Status: Non-Exempt
Prepared Date: 8/18/2025
Prepared By: Katy Henderson
Approved Date: 8/18/2025
Approved By: Kevin Thompson
Fed. Job Cat.: Class 4
Department: Frame Division - 18

SUMMARY:

Lays out, fits, and welds steel and aluminum components to assemble structural forms such as triangle frames, rectangle frames, pile frames, columns, struts, and other building parts by performing the following duties. Successful candidates will be required to participate in a pre-employment drug screen and random drug screening per our Drug Free Workplace policy.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Able to read a tape measure competently.
- Reads and interprets prints.
- Welds s Aluminum with the tig or mig spool gun process.
- Able to weld in the 3,4, and 6g positions.
- Fabs then welds gangways/ weldments according to a print
- Verifies product conformance using blueprints and other means.
- Calculates figures such as angles and degrees.
- Operates small hand tools, such as grinders, drills, and radial saws.
- Bolts, clamps, and tack-welds parts to secure in position for welding;
- Sets up equipment and welds parts, using arc, gas-shielded arc, or gas welding equipment;
- Assembles parts by welding, bolting and riveting;
- Repairs products by dismantling, cleaning, straightening, reshaping, and reassembling parts;
- Operates forklift;
- Operates tools and equipment in strict accordance with company safety policies; and
- Other duties as assigned.

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.

LICENSES/ CERTIFICATIONS

Welding certification preferred.

EDUCATION and/or EXPERIENCE

High school diploma or general education degree (GED); or one to three years related experience and/or training; or equivalent combination of education and experience.

LANGUAGE SKILLS

Ability to read and interpret blueprints, shop drawings, project schedules and documents such as safety rules, operating and maintenance instructions, and procedure manuals. Ability to read and comprehend simple instructions.

MATHEMATICAL SKILLS

Ability to add subtract and multiply fractions. Ability to perform these operations using units of weight measurement. Must be able to read a tape measure.

REASONING ABILITY

Ability to apply common sense understanding to carry out instructions furnished in written, oral, or diagram form. Ability to deal with problems involving several concrete variables in standardized situations.

PROBLEM SOLVING: Identifies and resolves problems in a timely manner; Gathers and analyzes information skillfully; Develops alternative solutions; Works well in group problem solving situations; Uses reason even when dealing with emotional topics.

JUDGMENT: Displays willingness to make decisions; Exhibits sound and accurate judgment; Supports and explains reasoning for decisions; Includes appropriate people in decision-making process; Makes timely decisions.

MOTIVATION: Sets and achieves challenging goals; Demonstrates persistence and overcomes obstacles; Measures self against standard of excellence; Takes calculated risks to accomplish goals.

QUALITY: Demonstrates accuracy and thoroughness; Looks for ways to improve and promote quality; Applies feedback to improve performance; Monitors own work to ensure quality.

QUANTITY: Meets productivity standards; Completes work in timely manner; Strives to increase productivity; Works quickly.

SAFETY AND SECURITY: Observes safety and security procedures; Determines appropriate action beyond guidelines; Reports potentially unsafe conditions; Uses equipment and materials properly.

ADAPTABILITY: Adapts to changes in the work environment; Manages competing demands; Changes approach or method to best fit the situation; Able to deal with frequent change, delays, or unexpected events.

ATTENDANCE/PUNCTUALITY: Is consistently at work and on time; Ensures work responsibilities are covered when absent; Arrives at meetings and appointments on time.

DEPENDABILITY: Follows instructions, responds to management direction; Takes responsibility for own actions; Keeps commitments; Commits to long hours of work when necessary to reach goals; Completes tasks on time or notifies appropriate person with an alternate plan.

INITIATIVE: Volunteers readily; Undertakes self-development activities; Seeks increased responsibilities; Takes independent actions and calculated risks; Looks for and takes advantage of opportunities; Asks for and offers help when needed.

INNOVATION: Displays original thinking and creativity; Meets challenges with resourcefulness; Generates suggestions for improving work; Develops innovative approaches and ideas; Presents ideas and information in a manner that gets others' attention.

ETHICS: Treats people with respect; Keeps commitments; Inspires the trust of others; Works with integrity and ethically; Upholds organizational values.

INTERPERSONAL SKILLS: Focuses on solving conflict, not blaming; Maintains confidentiality; Listens to others without interrupting; Keeps emotions under control; Remains open to others' ideas and tries new things.

ORAL COMMUNICATION: Speaks clearly and persuasively in positive or negative situations; Listens and gets clarification; Responds well to questions; Demonstrates group presentation skills; Participates in meetings.

TECHNICAL SKILLS: Assesses own strengths and weaknesses; Pursues training and development opportunities; Strives to continuously build knowledge and skills; Shares expertise with others.

TEAMWORK: Balances team and individual responsibilities; Exhibits objectivity and openness to others' views; Gives and welcomes feedback; Contributes to building a positive team spirit; Puts success of team above own interests; Able to build morale and group commitments to goals and objectives; Supports everyone's efforts to succeed.

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 regularly required to stand; use hands to finger, handle, or feel; reach with hands and arms; and talk or hear. The employee is occasionally required to walk; sit; climb or balance; and stoop, kneel, crouch, or crawl. The employee must regularly lift and/or move up to 10 pounds, frequently lift and/or move up to 25 pounds, and occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, peripheral vision, depth perception, and ability to adjust focus.

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.

While performing the duties of this job, the employee is regularly exposed to moving mechanical parts and extreme heat. The noise level in the work environment is usually loud.

COMPENSATION:

BMI offers a competitive compensation and benefits package. Compensation is dependent upon skills and experience.

Bellingham Marine is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to status as a protected veteran or a qualified individual with a disability, or other protected status, such as race, religion, color, national origin, gender identity, sexual orientation, sex or age.

To request a reasonable accommodation please email hr@bellingham-marine.com.

Bellingham Marine is a Drug Free Work Place.