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Job Title: CNC Programmer & Setup Technician
Department: Manufacturing Support
Reports to: Mfg. Engineer Manager
FLSA Status: Non-Exempt
Prepared Date: January 2026

SUMMARY: As a **CNC Programmer and Setup Technician** you will be programming for various CNC machining centers to include 3 and 5 axis machining, supporting current production and prototype projects.

Requirements:

- Reinforce and promote all FLOE Core Values in daily interactions with coworkers and customers.
- Utilize drawings or CAD models to support program development
- Utilize software such as Solidworks, CAMWorks, Fanuc Style G Code to produce programs
- Make calculations for programming
- Check completed programs by running simulations or tests
- Prepare geometric layout of designs using proper software
- Determine sequence of operations in a program
- Choose/source cutting tools that will be needed
- Analyze job order and perform necessary calculations
- Write programs and modifies existing ones for increased efficiency
- Simplify tooling time for workers and increases productivity
- Monitor all programs to make sure they follow blueprint instructions and safely and successfully complete the task
- High attention to details
- Ability to work in cross functional teams as needed
- Ability to be a self-starter and to complete objectives with minimum supervision
- Proficiency in measuring tools such as micrometers, calipers, hard gauges

Education/Experience:

- 2-year technical degree or equivalent work experience
- 5+ years of on-the-job experience – combination of programming and machining
- Experience using CNC programming software, CAMWorks preferred
- Understanding of part tolerances
- Troubleshooting skills and the ability to think critically
- Mechanical ability and understanding of engineering principles
- Experience with cutting tools and set up process for the router & support equipment

Work Environment:

- In this position you will be required to sit, stand, kneel, twist and climb
- You must be able to lift up to 75 pounds
- The noise level in the work environment is usually moderate
- In this position you may be exposed to moving mechanical parts and vibration
- In this position you may be occasionally exposed to fumes or airborne particles and required to wear appropriate safety gear

FLOE International reserves the right to make changes to this job description without notice, as required to meet changing organizational and production needs.