



SET-UP MACHINIST

World Class Manufacturing

LOCATION On-site — Weyauwega, WI

TYPE Full-Time, Hourly — 1st and 2nd shift openings

REPORTS TO Engineering Manager

DEPARTMENT Engineering

Who We Are

World Class Manufacturing Group is a CNC precision machining shop in Wisconsin. We have been making machined components for OEMs and tier-one suppliers since 1993. Our work is held to tight tolerances, and the customers who pick us pick us because we hit them. The people on our floor take that seriously. We are looking for someone who will take it just as seriously.

Set-Up Machinists are the reason a job runs right the first time. You prepare work cells — groups of CNC machines — to run specific parts and prove the process out before production takes over.

The Role

You set up work cells to run parts. You pull the tooling, fixtures, programs, and gaging, dial in the machines, and run the first parts. You take those parts to Quality for first article inspection and get sign-off before the job goes into production. Then you hand the job to a production operator and move to the next setup.

Honest truth: setups are where the schedule is won or lost. You will work with the floor waiting on you, and you do not walk away from a job until the first article passes and the process holds. Some setups fight you and you stay with it until it is right. If you would rather run the same part all day than solve a new problem every few hours, this is not the right seat.

What You'll Do

WORK CELL SETUP

- Prepare work cells to run assigned parts — tooling, fixtures, workholding, offsets, and programs.
- Load and prove out CNC programs, set tool and work offsets, and dial machines in to print.
- Stage the gaging, tooling, and material an operator needs before the job starts.
- Set up jobs in the sequence the schedule needs and keep Engineering and the floor posted.

FIRST ARTICLE AND SIGN-OFF

- Run first article parts and measure them to the print before Quality sees them.
- Present first articles to Quality and get documented sign-off before the job releases.
- Correct offsets, tooling, and process issues until the part conforms.
- Do not release a job to production until the process is proven and repeatable.

HANDOFF TO PRODUCTION

- Walk the operator through the setup, the critical features, and what to watch.
- Leave clear, current setup sheets and gaging instructions at the machine.

- Stay available through the first parts of the run and troubleshoot what comes up.
- Report cycle time, tooling, and process concerns back to Engineering.

PROCESS DOCUMENTATION AND IMPROVEMENT

- Assist Quality with process documentation, control plans, and inspection instructions.
- Update setup sheets, tool lists, and routings when the process changes.
- Recommend tooling, fixture, and program changes that cut setup time or improve quality.
- Record accurate labor, quantities, and setup time in NetSuite.

What We're Looking For

MUST-HAVES

- Hands-on CNC setup experience on mills, lathes, or both — you have proven out jobs yourself.
- You read prints and GD&T and know what a feature has to measure to pass.
- You use micrometers, indicators, calipers, and gage pins and trust your own measurements.
- You can read and edit CNC programs at the control and understand offsets and workholding.
- You keep the job moving without someone standing over you.

NICE-TO-HAVES

- Experience with Haas, Mazak, Okuma, or Doosan controls.
- CAM programming experience — Mastercam or similar.
- ERP experience — NetSuite or similar — for work orders and labor entry.

YOU'LL THRIVE HERE IF YOU

- You stay with a stubborn setup until it runs right instead of handing off a problem.
- You ask when you are not sure and tell the truth about where a job stands.
- You keep your head when the floor is waiting and focus on the fix, not the frustration.
- You look for the faster, cleaner way and want to be the person others learn setups from.

Why World Class Manufacturing and Our Core Values

WHY WORLD CLASS MANUFACTURING

- Real ownership of the process. Nothing runs in production until you prove it out.
- A 30+ year track record making precision components for OEMs and tier-one suppliers.
- Variety — new parts, new fixtures, and new problems instead of the same job every day.
- A team that takes precision seriously. The people on the floor want the work to be right.

OUR CORE VALUES

- Grit. You find a way when others see a dead end. You embrace hard things and don't give up.
- Humbly Confident. You give honest feedback, operate without ego, and know your stuff.
- Positive. You bring energy, stay solution-oriented, and make the best of everything.
- Hungry. You pursue exceptionalism, walk with purpose, and choose discipline over comfort.

Ready to apply? If this sounds like you, we want to hear from you. Apply at worldcls.com or in person at the Weyauwega plant.