



MONARCH INDUSTRIES

Monarch Industries is a leading North American manufacturer and supplier of hydraulic cylinders, utility mixers and custom castings to the industrial, mobile, agricultural and retail markets. We are a progressive Canadian manufacturing company offering a competitive compensation package in a team environment.

Monarch Industries Ltd. is pleased to advertise the following employment opportunities:

WINNIPEG, MANITOBA

[Production Supervisor – Machining](#)

[Production Supervisor – Paintline and Assembly](#)

[Industrial Electrician](#)

[Industrial Mechanic](#)

[Welder](#)

To apply for any of these positions, please indicate job post number and contact Human Resources at:

Monarch Industries Ltd.
51 Burmac Rd
Winnipeg, MB R3C 3E4
hr@monarchindustries.com
FAX: (204) 772 – 2519





MONARCH INDUSTRIES

EMPLOYMENT OPPORTUNITY

Production Supervisor – Welding and Machining (job post # 042610wpg)

Essential Responsibilities and Duties:

- Maintain safe and productive work environment by educating and directing employees and ensuring compliance with all Company policies and procedures.
- Establish and enforce Company quality standards.
- Accomplish manufacturing targets for quality, customer service and expense by:
 - Communicating job expectations;
 - Planning, monitoring and appraising job results;
 - Coaching, counseling and disciplining employees; and,
 - Initiating, coordinating and enforcing systems, policies and procedures.
- Maintain employee compliment by:
 - Assisting with recruiting and selection of new employees;
 - Providing effective orientations and training for all employees; and,
 - Developing employees.
- Maintain work flow by:
 - Monitoring production processes;
 - Observing control points and equipment;
 - Monitoring people and resources;
 - Implementing continuousl improvement initiatives; and,
 - Initiating and fostering a spirit of cooperation within and between work cells and departments.
- Execute production plans by:
 - Scheduling and assigning personnel;
 - Establishing priorities;
 - Monitoring progress;
 - Revising schedules;
 - Resolving problems; and,
 - Reporting results.
- Ensure operation of equipment by evaluating and monitoring equipment and processes and communicating with employees and Maintenance department.
- Provide manufacturing information by compiling, initiating, sorting and analyzing production performance records and data; answering questions and responding to requests.
- Maintain positive relationships by following terms of the collective bargaining agreement.
- Ensure employee performance by:
 - Providing all employees with informal feedback on a daily basis;
 - Providing all employees with thorough and specific feedback on written performance appraisals as scheduled;
 - Resolving problems by analyzing data, investigating issues, identifying solutions and communicating directly with employees in a timely manner.
- Maintain professional ad technical knowledge by attending educational training; reviewing professional and technical publications; establishing personal networks; and, benchmarking best-practices.
- Conduct all activities and execute all duties with enthusiasm and a positive, results- focused attitude.
- Support company initiatives and policies enthusiastically.
- Other duties as assigned



MONARCH INDUSTRIES

Production Supervisor – Welding and Machining (continued)

Education Required:

- Post-secondary education in Human Resource Management.

Experience Required:

- Experience supervising within a machine shop required.
- Experience in machining and welding processes essential.
- Demonstrated experience in continuous improvement, lean manufacturing principles

Skills and Attributes Required:

- Developed leadership skills, including demonstrated team-building, analytical, problem-solving, and decision-making skills.
- Excellent verbal and written communication skills
- Proven ability to achieve deadlines in a dynamic and challenging environment by effectively organizing, prioritizing and executing.
- Strong interpersonal skills with the proven ability to handle conflict effectively.
- Confidence, with the proven ability to build credibility and strong partnerships at all levels.
- Complete proficiency with MS Word, Excel, other common applications as well as ERP and related systems.

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EMPLOYMENT OPPORTUNITY

Production Supervisor – Paintline and Assembly (job post # 042610wpg)

Essential Responsibilities and Duties:

- Maintain safe and productive work environment by educating and directing employees and ensuring compliance with all Company policies and procedures.
- Establish and enforce Company quality standards.
- Accomplish manufacturing targets for quality, customer service and expense by:
 - Communicating job expectations;
 - Planning, monitoring and appraising job results;
 - Coaching, counseling and disciplining employees; and,
 - Initiating, coordinating and enforcing systems, policies and procedures.
- Maintain employee compliment by:
 - Assisting with recruiting and selection of new employees;
 - Providing effective orientations and training for all employees; and,
 - Developing employees.
- Maintain work flow by:
 - Monitoring production processes;
 - Observing control points and equipment;
 - Monitoring people and resources;
 - Implementing continuousl improvement initiatives; and,
 - Initiating and fostering a spirit of cooperation within and between work cells and departments.
- Execute production plans by:
 - Scheduling and assigning personnel;
 - Establishing priorities;
 - Monitoring progress;
 - Revising schedules;
 - Resolving problems; and,
 - Reporting results.
- Ensure operation of equipment by evaluating and monitoring equipment and processes and communicating with employees and Maintenance department.
- Provide manufacturing information by compiling, initiating, sorting and analyzing production performance records and data; answering questions and responding to requests.
- Maintain positive relationships by following terms of the collective bargaining agreement.
- Ensure employee performance by:
 - Providing all employees with informal feedback on a daily basis;
 - Providing all employees with thorough and specific feedback on written performance appraisals as scheduled;
 - Resolving problems by analyzing data, investigating issues, identifying solutions and communicating directly with employees in a timely manner.
- Maintain professional ad technical knowledge by attending educational training; reviewing professional and technical publications; establishing personal networks; and, benchmarking best-practices.
- Conduct all activities and execute all duties with enthusiasm and a positive, results- focused attitude.
- Support company initiatives and policies enthusiastically.
- Other duties as assigned



MONARCH INDUSTRIES

Production Supervisor – Paintline and Assembly (continued)

Education Required:

- Post-secondary education in Human Resource Management.

Experience Required:

- Experience supervising within a paintline and assembly line required.
- Experience in paintline and assembly processes essential.
- Demonstrated experience in continuous improvement, lean manufacturing principles

Skills and Attributes Required:

- Developed leadership skills, including demonstrated team-building, analytical, problem-solving, and decision-making skills.
- Excellent verbal and written communication skills
- Proven ability to achieve deadlines in a dynamic and challenging environment by effectively organizing, prioritizing and executing.
- Strong interpersonal skills with the proven ability to handle conflict effectively.
- Confidence, with the proven ability to build credibility and strong partnerships at all levels.
- Complete proficiency with MS Word, Excel, other common applications as well as ERP and related systems.

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EMPLOYMENT OPPORTUNITY

Industrial Electrician (job post # 012210wpg)

Essential Responsibilities and Duties:

- Read and interpret drawings, blueprints, schematics and electrical code specifications to determine layout of industrial electrical equipment installations
- Install, examine, replace or repair electrical wiring, receptacles, switch boxes, conduits, feeders, fiber-optic and coaxial cable assemblies, lighting fixtures and other electrical components
- Test electrical and electronic equipment and components for continuity, current, voltage and resistance
- Maintain, repair, install and test switchgear, transformers, switchboard meters, regulators and reactors
- Maintain, repair, test and install electrical motors, generators, alternators, industrial storage batteries and hydraulic and pneumatic electrical control systems
- Troubleshoot, maintain and repair industrial, electrical and electronic control systems and other related devices
- Conduct preventive maintenance programs and keep maintenance records
- May install, maintain and calibrate industrial instrumentation and related devices

Experience:

- Inter-Provincial (Red Seal) Trade Certification, **or**
- 3rd or 4th year of an Industrial Electrician apprenticeship program, **or**
- Combination of over 5 years work experience and industry courses in industrial electrical equipment

Personal Attributes:

- Mechanically inclined
- Keeps up to date with electrical technology
- Manual dexterity
- Attention to detail
- Ability to distinguish between colors
- Ability to stand for long periods of time, work at heights, or in confined stances
- Ability to speak, read and write English
- Adherence to safety rules and regulations
- Outstanding communication skills required, including both written and verbal.
- Exceptional interpersonal skills with the proven ability to build credibility and strong partnerships at all levels.
- Availability and readiness to work any assigned work shifts

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EMPLOYMENT OPPORTUNITY

Industrial Mechanic (job post #012010wpg)

Essential Responsibilities and Duties:

- Diagnose malfunctions and conduct repairs
- Repair and maintain hydraulic, pneumatic, and other special systems
- Examine and adjust equipment
- Install, test, and remove conveyors, drive units, heating and ventilation equipment, pumps, compressors, and prime movers

Experience:

- Machinery clutches and brake repairs, bearings and seals
- Hydraulic systems, compressors, and pumps
- Preventative and predictive maintenance
- Machining and fasteners, welding
- Machinery installation and removal
- Rigs and hoists
- Pneumatics, tanks, and containers
- Installation and maintenance of electrical motors
- Fabrication, modification, and overhaul of equipment
- Calibration and analysis

Required Education and

- Inter-provincial Red Seal (Millwright), **or**
- A combination of over five years' work experience in the trade and some high school, college, **or**
- Industry courses in industrial machinery repair and a combination of work experience

Personal Attributes

- Mechanically inclined
- Problem solving skills
- Highly motivated, willing to work
- Detail oriented, well organized
- Outstanding communication skills required, including both written and verbal
- Strong work ethic
- Enjoy repairing machinery
- Able to handle heavy work
- Enthusiastically support company initiatives
- Ability to speak, read and write English
- Availability and readiness to work any assigned work shifts

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EMPLOYMENT OPPORTUNITY

Welder (job post #012610wpg)

Essential Responsibilities and Duties:

- Weld hydraulic cylinder tube, rods, and components using manual and automatic welding processes.
- Maintain required productivity levels (efficiency & utilization)
- Produce required quality of work.
- Contribute to continuous improvement on a daily basis.
- Demonstrated leadership ability
- Adheres to all Safety and Health standards.

Education Required:

- Welding certificate from a recognized post secondary or trade school
- Capable of being CWB Certification

Experience Required:

- Minimum of 5 years experience on MIG (Gas Metal Arc, Flux Core Arc, Shielded Metal Arc)
- Additional welding experience an asset
- Hydraulic component welding background preferable

Skills and Attributes Required:

- Developed leadership skills, including demonstrated team-building, analytical, problem-solving, and decision-making skills, with the potential to becoming a leadhand.
- Excellent verbal and written communication skills
- Proven ability to meet deadlines in a dynamic and challenging environment by effectively organizing, prioritizing, and executing.
- Ability to work independently without direct supervision

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