

Position: Machine Operator
Exempt/Non-Exempt: Non-Exempt
Reports to: Production Supervisor

Position Summary

Join a team that is revolutionizing construction through cutting-edge automation and modern manufacturing techniques. Based in Nampa, our client operates the nation's first fully automated volumetric modular factory and is recognized as one of the most advanced modular manufacturing facilities in the world. This is an exciting opportunity for individuals who thrive in technology-driven environments and want to play a role in transforming the future of construction.

The Machine Operator is responsible for operating, monitoring, and maintaining manufacturing equipment to support the efficient production of high-quality products in a fast-paced manufacturing environment. This role ensures machinery runs safely and efficiently, meets production goals, and adheres to quality standards. The ideal candidate is mechanically inclined, detail-oriented, safety-focused, and committed to continuous improvement. Machine Operators work closely with production teams to troubleshoot issues, minimize downtime, and contribute to overall operational success.

Roles & Responsibilities

- Operate a variety of machine stations and automated equipment throughout the production process.
- Monitor and operate ABB robotic systems, Hundegger and SCM automated saws, motorized conveyors, and other electrical and pneumatic equipment.
- Perform machine set-up, operation, and routine monitoring to ensure efficient production flow and maximize equipment uptime.
- Inspect products and materials to ensure compliance with established quality standards and specifications.
- Identify equipment malfunctions, production issues, or quality concerns and promptly communicate them to the appropriate team for resolution.
- Safely work around industrial machinery and automated systems while adhering to all company safety policies and procedures.
- Collaborate effectively with team members and leadership to achieve production goals and maintain a high level of operational efficiency.
- Contribute to continuous improvement initiatives by recommending enhancements to equipment, processes, and work practices.
- Maintain a clean, organized, and safe work environment.
- Perform other duties and responsibilities assigned by leadership.

Qualifications

- Ability to accurately read a tape measure and safely operate common hand and power tools.
- Strong mechanical aptitude and attention to detail.
- Proven ability to troubleshoot equipment and production-related issues.
- Strong problem-solving skills and the ability to work independently and as part of a team.
- Demonstrated commitment to maintaining production efficiency and equipment reliability.
- Willingness to learn new technologies, processes, and automation systems.
- Ability to follow written and verbal instructions, safety procedures, and quality standards.
- Positive attitude, strong work ethic, and commitment to company values and continuous improvement.

Preferred Experience

- One (1) or more years of experience operating manufacturing equipment, automated machinery, or industrial robots.
- Experience in a factory, production-line, or industrial manufacturing environment.
- Experience in volumetric modular construction or related construction trades, including wall, floor, and ceiling framing and sheathing.

- Working knowledge of industrial robotics and automation technologies, including mechanical, electrical, pneumatic, and basic programming systems.
- Experience operating CNC equipment, automated saws, conveyors, or other advanced manufacturing systems is a plus.

Benefits & Perks

- People-first culture
- Collaborative team environment
- Indoor work in a permanent location
- Climate controlled indoor environment
- Three-day workweeks (Friday–Sunday, 12-hour shifts)

Benefits Eligibility Upon Conversion to Regular Employment

As a temporary-to-hire employee, you will be eligible for the following benefits upon successful completion of your probationary period and conversion to regular employee status. Benefits are typically effective on the first day of the month following your conversion date, subject to plan requirements and enrollment deadlines.

- Paid Time Off (PTO)
- Seven (7) paid company holidays annually
- 100% employer-paid medical coverage for employees
- Voluntary dental and vision insurance options
- 401(k) retirement savings plan eligibility
- Employer-paid life insurance
- Additional local employee perks, including discounted Villa Sport memberships and other community-based offerings

Specific benefit effective dates and enrollment details will be provided at the time of conversion. Eligibility and coverage are subject to the terms of the applicable benefit plans.

Physical Requirements & Work Environment

This position works in a manufacturing and construction environment and requires regular physical activity throughout the shift. The employee must be able to:

- Stand and walk for extended periods of time throughout the workday
- Frequently use hands and arms to handle tools, materials, equipment, and components
- Frequently bend, twist, reach, kneel, crouch, and climb as needed to perform essential job duties
- Lift, push, pull, and carry materials weighing up to 50 pounds on a regular basis
- Occasionally work at heights, on ladders, or from elevated platforms when required by the assignment
- Maintain awareness of moving equipment, forklifts, automated machinery, and other production activities
- Wear required personal protective equipment, including safety glasses, hearing protection, gloves, safety footwear, or other protection required for the work area
- Work in varying temperatures, noise levels, dust conditions, and manufacturing environments
- Visually inspect materials, components, and finished products for quality and safety standards
- Communicate effectively with team members and leadership regarding safety, production, and quality concerns

Equal Employment Opportunity Statement

TalentFill is proud to be an equal opportunity workplace and affirmative action employer. Equal opportunity and consideration are afforded to all qualified applicants and employees. TalentFill does not unlawfully discriminate based on gender identity or expression, race, ethnicity, religion, national origin, age, sex, marital status, physical or mental disability, veteran status, sexual orientation, or any other category protected by law. TalentFill is committed to working with and providing reasonable

accommodations to applicants with disabilities under the Americans with Disabilities Act (ADA) and applicable state disability laws. TalentFill is a tobacco- and drug-free workplace.