

## CNC PROGRAMMING ENGINEERING SCORECARD

### FUNCTION:

CNC Programming Engineers are the **bridge** between design and fully CNC machined components. They **live and breathe CNC machining** and CAM (computer aided manufacturing). The engineer's "customers" are the associates and technicians on the floor who are hands-on with the machining processes and output. It is crucial that the programming engineer **serve these customers well** by kindly receiving feedback, executing change requests, and teaching along the way. They must have an intimate knowledge of **machining processes** and strong **interpersonal skills**. Programming engineers will constantly engage in new program development, program corrections, and run-time reduction projects.

### OUTCOMES:

- **Intentionally mentor** or at least one manufacturing associate or machining technician via weekly relational and educational sessions
- Attend one industry **Expo or Conference** every year.
- Find one **2 second improvement** (fix what bugs you) every day and share with the rest of the engineering team via photo or video.
- Identify, purchase and implement one significant piece of **technology, software, hardware, or equipment** per year
- Engage in **continuing education** for CAM (or other) software
- **Innovate manufacturability** and advocate for internal customers during the design and prototype phases of new projects.
- Diagnose **quality issues** and design processes to prevent repeat occurrences
- Ensure **work instructions** are in place for new projects
- Respond to all **communication from internal customers** within 8 work hours

## COMPETENCIES:

### Cultural

Fulfillment at work most often occurs when personal values align with those of the organization. Protomet associates it's collective character with the following traits:

- **Second Mile**  
The first mile is mandatory. The second mile is voluntary; we do it for our own growth. Outsized benefits are realized in the second mile.
- **Don't Touch the Marshmallow**  
The strength to reject short term gratification in favor of a larger reward later. We err towards celebrating later, not sooner.
- **Abundance Mindset**  
Life is not a zero-sum game. We strive to reject scarcity mindsets and instead "grow the pie". Example – does a new "A" player on your team pose a threat (scarcity) or an opportunity to grow as a team?
- **Skills Beat Credentials**  
What you can do is all that matters. Credentials alone won't get you anywhere at Protomet.
- **That's Hard...Good**  
Growth happens the most in the face of challenges. We recognize it is difficult to grin as you are being tested, but it's possible, and we're getting better at it.

### Functional

- **High Standards:** Expects personal and team performance to be nothing short of the best
- **Influence:** Able to build trust with others who are not direct reports and persuade them to take action.
- **Humility:** Low focus on self, confidence to admit mistakes, listens to others and an accurate (not over- or underestimated) sense of accomplishments and worth
- High **mechanical aptitude** and relentless problem-solver
- **Hatred for inefficiencies and waste**, practical understanding of lean manufacturing principles, one piece flow, minimum viable product, pareto principle
- **Initiative to start, discipline to finish**
- **Innovation:** Practical intelligence, curiosity, and an aptitude for learning combined with the spirit of testing and change that leads to innovation
- Values and respects people as a **servant leader**