



Position Overview

Primary Responsibilities

Most mechanical-maintenance team members at RoyOMartin and its subsidiaries are known as industrial millwrights. These highly skilled tradespeople are primarily responsible for safely performing mechanical tasks, including cutting, welding, shaft alignment, bearing installation, hydraulic troubleshooting, and preventive maintenance in a high-production manufacturing environment.

Behavioral Profile

Successful RoyOMartin millwrights possess:

- Commitment to safety
- Eagerness to learn and grow
- Excellent interpersonal communication skills
- Self-motivation with a sense of urgency
- Ability to work independently, as well as with a team
- Ability to prioritize and multitask
- Dependability (must come to work)
- Ability to grasp complex quickly
- Problem-solving skills
- Detail orientation
- Willingness to work rotating shifts

Education and Experience Requirements

Many industrial millwrights come to us with some trade-school education, plus several years of experience working in an industrial environment. Critical knowledge includes hydraulic and pneumatic systems, power-transmission components, precision alignment, and maintenance practices.

Realistic Job Preview

Safety

Employee safety and wellbeing is RoyOMartin's #1 priority. Through our "I Believe in Zero" philosophy, we believe that all accidents can be prevented. Operating exposures that have injury potential must be eliminated or safeguarded by barriers or operating procedures. Our team members are trained to work safely, from new-hire orientation through ongoing job-specific safety training, and each location has designated safety and occupational-health professionals.

Work Environment

Manufacturing is a highly technical and fast-paced industry, requiring a constant focus on safety and housekeeping. Like similar workplaces, our manufacturing plants are not climate controlled. As such, team members working outdoors may encounter rain, wind, and other elements. As part of our commitment to employee wellness, all RoyOMartin facilities are tobacco free.

Schedule

Our production facilities operate 24/7, with most maintenance team members working 12-hour shifts that begin at 7 a.m. (days) and 7 p.m. (nights). Individuals must be able to work rotating shifts (including nights, weekends, and some holidays) and be available for scheduled and unscheduled overtime as conditions of employment.

Mechanical Maintenance Profile



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Sample Shift Schedule

Shift schedules like ours, with a 2-2-3 rotation, offer a work/life balance. Team members have 14 days off with every 28-day rotation and a 3-day weekend every other week. Four shifts ensure 24/7 coverage.

Day	1	2	3	4	5	6	7	8	9	10	11	12	13	14
	Days	Days	Off	Off	Days	Days	Days	Off	Off	Days	Days	Off	Off	Off

Day	15	16	17	18	19	20	21	22	23	24	25	26	27	28
	Nights	Nights	Off	Off	Nights	Nights	Nights	Off	Off	Nights	Nights	Off	Off	Off

