Job description:

We are launching a brand-new, state-of-the-art CNC machining manufacturing facility as part of a premier national franchise network. While we have the "Playbook" and the corporate backing, we need the Founding Machinist to turn that blueprint into a high-output reality.

As our Founding Machinist, you will be the bridge between the Franchisor's technical standards and our local shop's success. You will manage the initial equipment install, implement standardized workflows, and serve as the technical authority for our customers. This is a "player-coach" role: you'll be hands-on with the machines while managing the business-critical processes that make the shop thrive and training new employees as they are hired on.

At first, you will be programming, setting and operating CNC machines. A key part of your role is expanding the technical team allowing individuals to specialise in their areas of expertise. This role is designed to evolve into a production manager role as the factory expands and the technical team grows.

You have elite machining skills, but you also value the power of a "Standard Operating Procedure." You'd rather build a repeatable system than a one-time miracle. You understand the commitment to quality required to be operating in defense and aerospace industries and are eager to implement and follow the AS9100 standard. You are ready and eager to grow from an individual contributor to a supervisor/manager as the business grows over the next 3-5 years.

Key Responsibilities

- Program, simulate and optimize CNC toolpaths (3-axis and 5-axis milling)
- Set, prove-out and run jobs to aerospace and defense standards
- Reduce cycle times and improve machine utilisation from day one
- Select tooling, cutting parameters and work-holding strategies for challenging materials (e.g. aluminium, steels, titanium, Inconel)
- Design and improve fixturing strategies
- Read and interpret complex engineering drawings and GD&T
- Build toolpath libraries, programming templates and documentation from scratch
- Support new part introduction (NPI) from drawing to stable production
- Contribute to DFM feedback for customers
- Train machinists on programming standards as the team grows
- Help build the factory — install machines, commission equipment, define workflows

Required Skills

- Strong CAM programming experience (e.g. Hypermill, Mastercam, Siemens NX or equivalent)
- Proven ability to machine tight tolerances (±0.01 mm and below where required)

- Experience setting and running high-end CNC machines (e.g. Haas, DN Solutions, etc.)
- Deep understanding of feeds, speeds, tooling strategy and workholding
- Hands-on — you can program AND run the machine yourself
- Ability to read and interpret complex engineering drawings and GD&T
- Clean documentation and revision control discipline
- Comfortable working in a fast-moving, high-ownership environment with no established structure

Nice To Haves

- Aerospace or defense manufacturing background
- 5-axis simultaneous machining experience
- Experience with titanium, Inconel and high-strength alloys
- NC simulation tools (e.g. Vericut)
- Experience with probing, automation or pallet systems
- Knowledge of AS9100 quality system

Hiring process will consist of initial interview with the founder, take-home skills assessment, phone interview with Isembard corporate machinist, and on-site final skills assessment at the corporate location in Dallas (travel covered by Isembard Youngstown).

Job Type: Full-time

Benefits:

- 401(k)
- Health insurance
- Paid time off
- Professional development assistance
- Profit sharing
- Relocation assistance

Work Location: In person