



Make a Way.

Position: Mechanical Assembly Technician

Job Type: Full-time/ Non-Exempt

About WORD Rock Drills

WORD Rock Drills is a family-owned and faith-based manufacturer of high-quality rock drilling attachments for skid steers and excavators. Founded in 2006, we are a growing company based in Elon, North Carolina, serving diverse industries, including solar, foundation, mining, fencing, and more. We are committed to providing versatile drilling solutions, delivering exceptional customer service, and building lasting relationships with contractors and distributors.

Our Core Values:

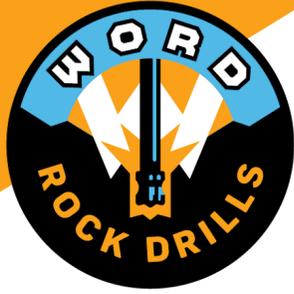
- **Above and Beyond:** Go above and beyond in attitude and effort
- **Fun:** Not everything we do is fun, but we have some fun every day
- **Row Together:** Communicate. Work together. A boat doesn't go forward if everyone is rowing in their own direction.
- **Navigator:** We prioritize customers, are eager to learn, admit mistakes, and encourage teamwork.
- **Grit:** Committed to the team and goals even when things get tough. We don't wait for a way, we make a way.

Summary

The Mechanical Assembly Technician is a key member of our shop team and is responsible for assembling WORD Rock Drill attachments in a safe, efficient, and high-quality manner. This role requires strong mechanical skills, a solid work ethic, and a commitment to the company's core values. Prior experience with hydraulic systems is beneficial.

Key Responsibilities:

- Assemble drilling attachments using hand tools, power tools, and shop equipment.
- Ensure the safe and efficient assembly of drilling attachments to meet production schedules and project deadlines.
- Apply a working knowledge of hydraulics and mechanical methods during the assembly process.
- Perform MIG and Flux Core welding on carbon steel components, as needed.
- Troubleshoot and diagnose equipment issues related to hydraulics, electrical systems, or pneumatics.
- Demonstrate a strong work ethic and a commitment to continuous learning and growth.



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- Represent WORD Rock Drills' core values in a professional and customer-oriented manner.
- Maintain accurate records and documentation related to assembly tasks and quality control.
- Adhere to safety protocols and maintain a clean and organized work environment.
- Collaborate effectively with team members to ensure the successful completion of assembly tasks.
- Be willing to work occasional overtime to meet production demands and project requirements.

Education/ Experience:

- High school diploma or GED required; technical school, trade school, or vocational training in mechanical assembly, welding, hydraulics, or a related field preferred
- 2+ years of experience in mechanical assembly, equipment manufacturing, or industrial production preferred
- Prior experience assembling heavy equipment, attachments, or mechanical systems is strongly preferred
- Working knowledge of hydraulic systems, including hoses, fittings, cylinders, and basic troubleshooting, is a plus
- Welding experience using MIG and/or Flux Core welding on carbon steel preferred
- Experience working in a manufacturing or shop environment with production schedules and quality standards

Skills/ Qualifications:

- Strong mechanical aptitude with the ability to safely use hand tools, power tools, and shop equipment
- Knowledge of heavy equipment operation includes operation and maintenance of excavators and skid steers. Basic understanding of mechanical, hydraulic, electrical, or pneumatic systems
- Ability to read and follow instructions, schematics, and standard operating procedures
- Strong attention to detail and commitment to quality workmanship
- Ability to troubleshoot and identify issues during assembly
- Dependable, punctual, and able to work independently or as part of a team
- Willingness to learn new skills and adapt to changing production needs
- Commitment to workplace safety standards and procedures
- Ability to lift, push, or pull up to 50 pounds and perform physical tasks associated with shop work
- Willingness and flexibility to work overtime as required to meet production demands



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- Forklift Operator certification

Working Conditions

- Work is performed primarily in a manufacturing and fabrication shop environment.
- Regular exposure to noise, dust, fumes, vibration, and varying temperatures typical of a production facility.
- Requires standing, walking, bending, kneeling, reaching, and working with hands and arms for extended periods.
- Must be able to lift, carry, push, and pull up to 50 pounds or more and safely handle heavy components with or without assistance.
- Frequent use of hand tools, power tools, welding equipment, and shop machinery.
- Compliance with all company safety policies and procedures is required, including the use of appropriate personal protective equipment (PPE) such as safety glasses, gloves, steel-toe footwear, hearing protection, and welding PPE when applicable.
- Work schedule Mon-Thur 7 am - 5 pm. Overtime may be required on Fridays based on production schedules, workload, and business needs.

Benefits

- Medical Insurance
- Dental insurance
- Vision Insurance
- Health Savings Account
- Life Insurance
- 401(k) with match
- Paid Time Off
- Paid Holidays

We offer a variety of traditional and non-traditional benefits. Details of these offerings can be found on our careers page located at www.wordrockdrills.com/careers.

Compensation Package

- Hourly wage NEGOTIABLE BASED ON EXPERIENCE

This position profile identifies the key responsibilities and expectations for performance. It cannot encompass all specific job tasks that an employee may be required to perform. Employees are required to follow any other job-related instructions and perform job-related duties as may be reasonably assigned by his/her supervisor.



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Note: WORD Rock Drills is an equal opportunity employer that encourages applicants from diverse backgrounds to apply. We are committed to fostering an inclusive environment where all qualified candidates are considered for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, or veteran status.