

Welder Job Description

1. Job Brief (About the Role)

{{Company Name}} is hiring a Welder to fabricate and join metal components for {{structural / manufacturing / repair}} work. This role reports to the {{Shop Foreman / Fabrication Lead}} and works to drawings, weld procedures (WPS), and code.

Three or four sentences: the team, who the role reports to, and why this position exists. Skip generic openers like "We are looking for..."

2. Responsibilities

- Read and interpret blueprints, weld symbols, and weld procedure specs (WPS)
- Weld using {{MIG, TIG, stick (SMAW), and/or flux-core}} as the job requires
- Lay out, fit up, tack, and clamp parts to tolerance before welding
- Grind, prep, and clean joints and finish welds to spec
- Inspect welds visually and correct defects (porosity, undercut, cracks)
- Operate cutting tools (plasma, oxy-fuel, grinder, band saw)
- Follow hot-work, PPE, and fume/ventilation safety procedures
- Maintain equipment and keep the work area clean and organized

Eight to twelve bullets, each starting with a verb. Keep them specific to the day-to-day work, not aspirational filler.

3. Requirements & Skills

- {{X}}+ years of welding/fabrication experience
- Proficiency in {{MIG / TIG / stick}} on {{steel, stainless, aluminum}}
- Able to read blueprints and weld symbols
- Current or able to pass a {{welding certification / weld test}} (e.g. AWS D1.1)
- Able to lift {{50}} lbs, stand, bend, and work in various positions

List the must-haves: experience, licenses or certifications, the systems and tools used, and any physical or shift realities.

4. Nice-to-Have

- AWS or ASME certification(s)
- Pipe, structural, or aluminum experience

Two to four genuinely optional items. Keep them strictly separate from Requirements so they don't deter good applicants.

5. Compensation & Benefits

Pay range	{{Salary Range}}
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Enter a pay range from local market data — do not leave it blank. Pay transparency improves applicant quality and is now required in many states.

6. Schedule & Work Environment

- {{Full-time}}; overtime as production requires
- Shop and/or field conditions; heat, sparks, and noise
- PPE required: welding helmet, jacket, gloves, and respiratory protection

Be honest about shifts, weekends, overtime, and the physical environment. Realistic expectations reduce early turnover.

7. How to Apply

To apply, {{application instructions}} — e.g., send a resume and short cover note to careers@company.com}.

{{Company Name}} is an equal opportunity employer. We celebrate diversity and are committed to an inclusive workplace. We do not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, or any other characteristic protected by law.