



Senior/Lead Machinist

Location: Kennewick, WA

Employment Type: Full-Time

Position Summary:

UniWest is seeking a highly skilled and experienced **Senior/Lead Machinist** to lead daily machining operations, provide technical guidance to team members, and ensure the production of high-quality precision components. This role is both hands-on and supervisory, requiring advanced machining skills and the ability to coordinate workflow, training, and continuous improvement efforts within the machine shop.

Key Responsibilities:

- **Machining & Fabrication**
 - Operate and set up CNC and/or manual machines (mills, lathes, grinders, etc.) to produce complex components with tight tolerances.
 - Interpret technical drawings, blueprints, and CAD models.
 - Perform in-process inspection and first article inspection to ensure part conformity.
 - Develop, prove out, and optimize machining setups for prototype and production work.

- **Leadership & Team Coordination**
 - Mentor junior machinists and apprentices; provide technical support and training.
 - Schedule and assign machining tasks to team members based on workload and priorities.
 - Monitor team performance and productivity and recommend improvements.

- **Quality & Process Control**
 - Ensure compliance with safety standards, quality protocols, and company procedures.
 - Review part programs, tool paths, and setup sheets for accuracy and efficiency.
 - Own in-process inspection and first article validation to ensure conformance prior to release.
 - Authority to stop work, quarantine parts, and initiate corrective action when quality or safety issues are identified.
 - Lead or participate in root cause investigations and corrective actions for nonconforming parts.

- **Continuous Improvement**

- Identify opportunities to improve machining processes, reduce cycle times, and optimize tool usage.
 - Collaborate with engineering and maintenance teams on equipment upgrades and tooling strategies.
 - Capture and standardize proven setups, tooling, and process improvements for repeat use.
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Qualifications:

- **Experience:**

- Minimum 7–10 years of hands-on machining experience supporting prototype and production environments, with experience on CNC and/or manual machines.
- 2+ years in a lead, supervisory, or mentoring role is strongly preferred.
- Past aerospace manufacturing experience preferred but not required.

- **Skills & Knowledge:**

- Strong ability to read, modify, troubleshoot, and optimize G-code generated from CAM software (e.g., CAMWorks, Mastercam, Fusion 360).
- Strong understanding of GD&T, material properties, and machining best practices.
- Able to read and interpret engineering drawings and work instructions.
- Experience with precision measuring instruments (calipers, micrometers, CMM, etc.).

- **Education:**

- High school diploma or equivalent required; technical school or machining certification preferred.

- **Other Requirements:**

- Strong communication, people leadership, and problem-solving skills.
 - Ability to lift 50 lbs and stand for extended periods.
 - Willingness to work overtime or flexible shifts as needed.
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What We Offer:

- This is a full time, non-exempt position. Wage range is \$29.50 - \$38.50 depending on experience.
 - 100% Employer-paid medical, dental, and vision insurance, plus a generous HRA plan.
 - Participation in the Employee Stock Ownership Plan and discretionary profit sharing, once eligibility requirements are met.
 - Paid time off begins at thirteen days, plus nine paid holidays.
 - Opportunities for training and professional growth.
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UniWest is an EEO employer and encourages anyone interested to apply.