

Job Description

CNC Machinist



This job description outlines the purpose, key responsibilities, measures of success, values and professional behaviours and skills required for success within the role. It also describes the key measures of success of the role and provides focus for recruitment, development, career planning, performance management and remuneration initiatives.

Position Title:		CNC Machinist
Teams		Production
Location:		Bowhill, South Australia
Current as of:		July 25
Reports to:		General Manager
Key Relationships:	↓	Project Team, Workshop Team Leader, Draftsman/Surveyors

Purpose

- **Together we thrive**

Mission

- **We transform communities & our people, by optimising & building structures that matter**

Core Values

- **Integrity** – We do what we say we are going to do
- **Collaborative** – We get things done, together
- **Courageous** – We embrace initiative & innovation
- **Unity** – We help our clients win

Core Competencies

- **Smarter together** - optimization specialists in large, welded components
- **Win Before you Start** - cost with certainty
- **Complexity done excellently** - systems and process, refinement
- **Committed to Our Community** - strengthen our region

Role Purpose:

As CNC Machinist at Bowhill Engineering, you'll play a pivotal role in one of the most significant infrastructure projects in South Australia — the Torrens to Darlington (T2DA) Tunnels. Using one of the largest, most capable machining centres of its type in Australia, a brand new Okuma MCR-A5C-30 (6.5m long bed), complete with index head, 600mm column riser, Renishaw Touch Probe and Mastercam software. With a solid 18 months of continuous work to implement the processes, this 6,600 tonne project has 660 critical components to be machined across 12 detailed programs, this is your chance to take the reins on state-of-the-art technology and shape project outcomes from day one.

You'll go beyond just operating the machine — you'll be intimately involved in installation, commissioning, programming, and tooling setup on our new machining centre. This role is ideal for a high-performing tradesperson or technician with a deep understanding of CNC machining principles and a passion for innovation. Growth of the machining area of our business is expected to follow, what a great opportunity to boost your career, help shape this from ground zero and build this area of the business into a market leader in large component machining.

You have the following key areas of responsibility:

- Commissioning & Tooling Setup
- Program development & machining
- Continuous Improvement, Maintenance & Uptime
- Collaboration

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KEY RESPONSIBILITIES

RESPONSIBILITY	EXAMPLES	MEASURES OF SUCCESS (KPIs)
Commissioning & Tooling	<ul style="list-style-type: none"> Lead installation of CNC equipment and initial commissioning phases Setup all required tooling & fixturing 	<ul style="list-style-type: none"> Equipment installed & running to spec Tooling library optimised for repeatability & safety
Program Development & Machining	<ul style="list-style-type: none"> Develop, test & refine CNC programmes using Tekla Structures, Mastercam & Construsteel (software training provided) Work to budget & program schedules 	<ul style="list-style-type: none"> Accurate execution of parts within tolerance, cycle times & finish outcomes optimised
Continuous Improvement, Maintenance & Uptime	<ul style="list-style-type: none"> Collaborate with engineering & production to identify machining efficiencies Execute routine maintenance schedules Troubleshoot issues swiftly 	<ul style="list-style-type: none"> Downtime <5% Minimal job disruption
Collaboration	<ul style="list-style-type: none"> Support production team with advice, mentoring and real time feedback Train new operators to thrive 	<ul style="list-style-type: none"> Seamless integration between design & production

ADMIN/PRODUCTION BEHAVIOURS

BEHAVIOUR	WHAT THIS MEANS FOR THE ROLE
Adaptable	<ul style="list-style-type: none"> ▪ Demonstrates the ability to handle a broad range of different tasks and assignments, ensuring that the machine is not left unattended for extended periods. ▪ Adjusts quickly to different work environments ▪ Changes priorities when required without irritation
Reliable	<ul style="list-style-type: none"> ▪ Creates and/or follows procedures to achieve a high level of quality, productivity and service ▪ Dedicates the required time and energy to tasks to ensure that no aspect of the work is neglected ▪ Maintains high level of character and a professional attitude the role
Engaged	<ul style="list-style-type: none"> ▪ Creates and/or follows procedures to achieve a high level of quality, productivity and service ▪ Asks for direction to verify own accountabilities if unsure and escalate issues in an appropriate timeframe ▪ Dedicates the required time and energy to tasks to ensure that no aspect of the work is neglected
Skillful	<ul style="list-style-type: none"> ▪ Remains up to date with the latest technologies and development in area of expertise ▪ Is able to identify the skills required for personal growth and development ▪ Is committed to continuous learning and self-improvement
Initiative	<ul style="list-style-type: none"> ▪ Looks for new and productive ways to make an impact when it comes to generating new ideas or processes ▪ Is hard working and self-motivated ▪ Identifies and acts on better ways to do things
Team Player	<ul style="list-style-type: none"> ▪ Assists team members to ensure all responsibilities are met, ands seeks assistance as required ▪ Is courteous and treats others with respect ▪ Works on projects as part of a team, exchanging ideas and contributing skills that complement those of the other team members
Communication	<ul style="list-style-type: none"> ▪ Communicates positively and professionally with team members and customers at all times ▪ Communicates verbally and in written form with clarity ▪ Organises and expresses ideas and information clearly, using appropriate and efficient methods of conveying the information

BOWHILL ENGINEERING CODE OF CONDUCT

We Expect and Accept:	We Don't Expect or Accept:
<ul style="list-style-type: none">▪ Honesty	<ul style="list-style-type: none">▪ Dishonesty
<ul style="list-style-type: none">▪ Teamwork	<ul style="list-style-type: none">▪ Negativity
<ul style="list-style-type: none">▪ Respect	<ul style="list-style-type: none">▪ Backstabbing
<ul style="list-style-type: none">▪ Patience and Tolerance	<ul style="list-style-type: none">▪ Intimidation
<ul style="list-style-type: none">▪ Work life balance	<ul style="list-style-type: none">▪ Handballing

DESIRABLE REQUIREMENTS

QUALIFICATIONS

- Trade qualified in machining / CNC programming (Cert III or higher preferred)

EXPERIENCE

- Proven experience commissioning CNC machinery and developing programs from scratch
- Skilled in tool setup, G-code programming, and multi-axis machining
- Correct use of measuring equipment
- Create & Understand machine drawings
- Understand traceability requirements
- Understand material grade and tool optimisation for said grades
- Liase with tooling suppliers to gai cost effective tooling strategies
- Strong computer skills and a systems mindset
- Exposure to large-scale infrastructure or structural steel environments is a plus