

INSTALLER POSITION

POSITION OVERVIEW

The position is part of the installation team who work remotely at our customer locations. This includes commercial and residential settings. Occasional out of town work may be necessary. Travel to the job site is provided by a company vehicle. The position requires professional appearance, attitude and communication. Team members are responsible for the loading, transportation and installation of the highest quality custom cabinets, countertops and appliances. Our installation team must also perform in the most efficient manner and to the highest standards in the industry. Position requires a person to be precise, organized and willing and able to help perform tasks in a timely manner as needed to help the efficient process of job duties.

WORK ENVIRONMENT (PHYSICAL ENVIRONMENT & PHYSICAL DEMANDS)

Working conditions described below are representative of those that must be met by an employee to successfully perform the essential functions of the job. Variations of conditions may occur under certain circumstances.

PHYSICAL ENVIRONMENT

Most job sites are climate controlled before our services are needed which provides a comfortable working environment regardless of weather conditions.

PHYSICAL DEMANDS

The job requires the ability to work/stand for 10 hour shifts with occasional OT required. While performing the duties of this job; the employee is regularly required to use hand to fingers, handle, or feel. Frequently required to reach with hands and arms; lift and/or move heavy material, in excess of 100 lbs., with lift assist equipment provided by FCI. Specific vision ability required by this job includes close viewing, peripheral and color vision.

ESSENTIAL JOB FUNCTIONS

- Installing custom FCI cabinetry and pre-finished trim
- Installing custom countertops – stone, solid surface and laminate.
- Installing high-end, built-in appliances
- Work safely and ensure safety is always a top priority for yourself and your co-workers.

SKILLS/EDUCATION REQUIRED

- Personable, positive and motivated
- Excellent communication skills with the ability to communicate well with customers
- Reliable and hardworking with the ability to work well with others
- Create and maintain an organized workplace
- Detail oriented while focusing on quality and efficiency
- Must be able to follow directions and identify the various processes documented for the department
- Measuring, lifting, trim carpentry skills, and power tool experience
- Candidate must be able to read a tape measure, work or calculate numbers and use handheld tools
- Dedicated to continuous improvement
- Self-directed and flexible with the ability to work with minimal direction within the job scope

REQUIRED CORE VALUES

- Quality – Design, Workmanship and Service
- Teamwork
- Respect of Others (co-workers, customers, contractors, and community)
- Highest Integrity

REQUIRED EDUCATION/TRAINING

- High school education or equivalent

EXPERIENCE/TRAINING

- Wood working experience is helpful, but not required
- FCI is willing to provide additional training under certain circumstances

OTHER REQUIREMENTS

- Able to pass a drug test/background check
- Valid driver's license

MILL POSITION

POSITION OVERVIEW

The primary duty of the position is the sanding of various cabinets and furniture materials prior to finishing. The position also performs a variety of general labor functions in the mill area. Other duties include but are not limited to the off-bearing of the wide belt sander, straight line rip saw and the operation of a profile sander. The position is required to work efficiently and meet FCI cost and yield targets.

WORK ENVIRONMENT (PHYSICAL ENVIRONMENT & PHYSICAL DEMANDS)

Working conditions described below are representative of those that must be met by an employee to successfully perform the essential functions of the job. Variations of conditions may occur under certain circumstances.

PHYSICAL ENVIRONMENT

The position is performed in the mill area. The mill is climate controlled including temperature and humidity. Use of various power equipment is required including but not limited to the use of pneumatic sanders and nail guns. Attention to surroundings, good hand-eye coordination and the adherence to safety procedures must be followed at all times to prevent physical harm or injuries.

PHYSICAL DEMANDS

The job requires the ability to work/stand for 10 hour shifts with occasional OT required. While performing the duties of this job the employee is regularly required to use hand to fingers, handle, or feel. Frequently required to reach with hands and arms; lift and/or move heavy material, in excess of 75 lbs. Specific vision ability required by this job includes close viewing, peripheral and color vision.

ESSENTIAL JOB FUNCTIONS

- Perform functions within standard operating procedures and conduct informal safety evaluation prior to job; Duties include off-bearing on the wide belt sander, straight line rip saw and operating a profile sander.
- Clean and maintain work area
- Be precise, organized and willing and able to help perform tasks in a timely manner as needed to help the constant flow of materials (meet cost target & efficiency)
- Ensure safety is always a top priority for yourself and your co-workers.
- Work efficiently and meet FCI cost and yield targets
- Assist in finish room as assigned by the lead.

SKILLS/EDUCATION REQUIRED

- Personable, positive and motivated
- Reliable and hardworking
- Ability to train, teach and work well with others
- Create and maintain an organized workplace
- Detail oriented while focusing on quality and efficiency
- Candidate must be able to read a tape measure, work or calculate numbers and use handheld tools
- Must be able to follow directions
- Must be able to identify and follow the various processes documented for the department
- Dedicated to continuous improvement
- Self-directed and flexible with the ability to work with minimal direction within the job scope

REQUIRED CORE VALUES

- Quality – Design, Workmanship and Service
- Teamwork
- Respect of Others (co-workers, customers, contractors, and community)
- Highest Integrity

REQUIRED EDUCATION/TRAINING

- High school education or equivalent

EXPERIENCE/TRAINING

- Wood working experience is helpful, but not required
- FCI is willing to provide additional training under certain circumstances

OTHER REQUIREMENTS

- Able to pass a drug test/background check