

Job Title: Millwright – Paste Plant
Department: Mill
Reports To: Mill Maintenance Supervisor
FLSA Status: Non-Exempt
Creation Date: 10/11/2018
Revision Date: 10/11/2018



POSITION SUMMARY

This position requires the operation of the Underground Paste Plant and its equipment. In addition, this position will maintain all process-related systems and equipment including grinding mills, conveyor systems, flotation circuits, pumps, pressure filters, hydraulic systems, air compressors, water treatment, ship loader and batch plant facilities in a safe, efficient manner.

SAFETY, HEALTH & ENVIRONMENTAL RESPONSIBILITIES AND ACCOUNTABILITIES

Include, but are not limited to:

All Hecla personnel shall strive to achieve best practice in safety and health, and assist in the control of incidents, injuries and loss. Duties include, but are not limited to:

- Complying with all necessary requirements put in place to prevent incidents, injuries or losses
- Ensuring the safety and health of themselves and others in the workplace by being responsible for their actions and taking due care while performing their work
- Identifying, eliminating, and reporting hazards as soon as practicable
- Reporting incidents and accidents as soon as practicable
- Disclosing all information regarding incidents and cooperating in incident investigations
- Assisting in the resolution of health and safety matters in a positive and timely manner
- Using and maintaining PPE
- Providing suggestions for improving work processes
- Assisting Management by supporting change to achieve desired targets
- Ensuring that plant and equipment operate within their safe working limits
- Ensuring that correct equipment is used for the job
- Participating in risk assessment methodology
- Participating in safety initiatives
- Receiving training and instruction as required
- Maintaining good housekeeping standards

ESSENTIAL FUNCTIONS

- Maintains and operates underground paste plant equipment.
- Performs equipment lubrication, field repair, and preventative maintenance activities as required.
- Performs safe, efficient project planning, parts requisitions, job setup and layout work.
- Maintains housekeeping to standards.
- Proficient at schematic reading, welding and torch cutting to perform repairs and minor fabrications.
- Operates bobcats, forklifts, overhead cranes and boom trucks.
- Familiar with lockout and tag-out safety systems, chemical handling and SDS documents.
- Maintains a clean work area and is accountable for company and personal tools utilized to perform the work.
- Completes required maintenance reports and logs.
- Tests all equipment repairs as applicable.
- Assists with various welding and fabrication tasks and has the ability to weld independently as directed by supervisor.
- Must be able to comply with state and MSHA regulations.
- Must be able to work and communicate with other members of the work team.
- Must be willing to comply with all company policies and procedures, especially with regard to safety.
- Employees must comply with attendance, safety, environmental and HR policies. Successful candidate must demonstrate the following behavioral skills: productive communication, cooperation, productivity, initiative, creativity, dependability.

QUALIFICATIONS

Education Requirements

High School/ Trade School or equivalent.

Experience

Previous heavy equipment maintenance experience of four years or more is required. Previous mining experience is preferred. Operating and maintenance knowledge of heavy equipment, diesel mechanics, and hydraulic systems is preferred. Efficient welding and fabrication skills a plus.

PHYSICAL DEMANDS

While performing the duties of this job, employees may be frequently required to stand, walk or sit for extended periods of time; use hand and fingers to handle or feel; reach with hands and arms; climb or balance; stoop, kneel, crouch, or crawl; regularly required to talk and hear. The employee must regularly lift and/or move up to 50 pounds and occasionally lift and/or move up to 75 pounds. Specific vision requirements for this job include close vision, distance vision, and the ability to adjust focus.

Strength	Frequency			Weight/ Force	Side	Parameters			
	Occ	Freq	Cons			From	To		
Walking Incline	X				One Hand & Either	10% grade	15% grade		
Balance (Uneven Surfaces)	X				One Hand & Either	Level surfaces	Unlevel surfaces		
Lifting - 1" Air Gun	X			22 lb	Two Hands	Floor	Shoulder		
Lifting - fire extinguisher	X			35 lb	Two Hands	Floor	Shoulder		
Lifting – Pumps	X			66.2 lb	Two Hands	0 in	42 in		
Lifting - Tool Box	X			76.8 lb	Two Hands	0 in	54 in		
Lifting – Mill Lifters	X			100 lb	Two Hands	Floor	Shoulder		
Lifting - Scaling Bar	X			9 lb	Two Hands	Floor	Shoulder		
	Occ	Freq	Cons	Weight	Side	Distance			
Carrying - 1" Air Gun	X			22 lb	Two Hands	20 ft			
Carrying – Mill Lifters	X			100 lb	Two Hands	10 ft			
Carrying - Fire Extinguisher	X			35 lb	Two Hands	50 ft			
Carrying - Pumps and parts	X			66.2 lb	Two Hands	20 ft			
Carrying - Tool Box	X			76.8 lb	Two Hands	20 ft			
Carrying - Scaling Bar	X			9 lb	Two Hands	50 ft			
	Occ	Freq	Cons	Force	Side	Height	Rotation	Grip Pattern	Hand Spread
Pushing - Welding Cart	X			67.7 lb	Two Hands	46 in	Pronated	Cylinder	12 in
Pushing - Hand Cart	X			81.6 lb	Two Hands	46 in	Neutral	Cylinder	22 in
Pulling - Welding Cart	X			39.2 lb	Two Hands	48 in	Pronated	Cylinder	14 in
Pulling - Hose on Ground	X			65 lb	Two Hands	Elbow/Chest	Neutral	Cylinder	
Pulling - Welding Cart	X			70.5 lb	Two Hands	46 in	Pronated	Cylinder	12 in
Pulling - Hand Cart	X			94.8 lb	Two Hands	46 in	Neutral	Cylinder	22 in
Pulling - 55 Gallon Drum of Crushed Filters	X			117.7 lb	Two Hands	34 in	Pronated	Hook	

Other Physical Demands

Vision - Constant:

- Able to judge distances and spatial relationships to avoid accidents while driving and walking underground Have clarity of vision while operating machinery, reading gauges, and placing tools
- Have clarity of vision for distances while navigating within the mine and access roads efficiently and safely

- Able to adjust varying points of reference while safely navigating the terrain, maintaining awareness of traffic, and operating tools and machinery
- Able to identify vehicles, machinery, and people in peripheral vision

Speaking - Occasional:

- Able to clearly communicate with co-workers and supervisors on the radio and in person

Hearing - Occasional:

- Must wear hearing protection while working in the mine

WORK ENVIRONMENT & JOB SCHEDULE

Employees may be frequently exposed to underground work environments; outside weather conditions, wet and/or humid conditions; extreme cold, extreme heat, potentially hazardous wildlife; moving mechanical parts; high precarious places; fumes or airborne particles, toxic or caustic chemicals; risk of electrical shock; explosives and vibration. The noise level in most work environments is usually very loud. This position requires the operation of the Underground Paste Plant and its equipment. This position works 15 days on 13 days off rotating day and night schedule.

ABOUT US

Greens Creek

The Greens Creek Mine, located on Admiralty Island, 18 miles south of Juneau, is an underground polymetallic mine employing approximately 425 people. The mine is owned and operated by Hecla Mining Company, headquartered in Coeur d'Alene, Idaho. Established in 1891, Hecla has a rich history as a distinguished and respected precious metals producer. Winner of numerous safety and environmental awards, Greens Creek is seeking new team members committed to professional growth and success.

Community

Juneau, Alaska's capital, is the third largest city in the state. Like Alaska, Juneau is full of contrasts, a sophisticated cosmopolitan city in the heart of the Tongass National Forest. Nestled at the base of mountains overlooking the Gastineau Channel, Juneau is surrounded by intercoastal waterways, lush rain forests, rugged mountainsides, and awe-inspiring glaciers. This small city has it all, the adventure of the "last frontier" as well as a good education system, year-round cultural and sports activities, a wide variety of entertainment, world class fishing and wildlife viewing, temperate weather, and a strong sense of community. Juneau is rich in mining history and Greens Creek is proud to contribute to that heritage by operating in a safe and environmentally responsible manner.

Compensation & Benefits

Hecla Greens Creek offers competitive pay based on experience and an excellent low-cost benefits package for medical, prescription, dental, and vision insurance as well as other coverages such as disability coverage and life insurance. Retirement benefits include a pension plan and 401(k) with company match.

APPLICATIONS & RESUMES

Applicants must possess current authorization to work in the United States. Resumes are welcome but **must be attached to an application form**. Applications are available at the Juneau Job Center or <http://www.hecla-mining.com/careers/>. Completed applications should be forwarded to:

Juneau Job Center
Mailing address: P.O. Box 115514, Juneau, AK 99811-5514
In Person: 10002 Glacier Hwy #100, Juneau, Alaska 99801
Phone: 907.465.4562
Fax: 907.465.2984

Hecla Greens Creek is an Equal Opportunity Employer.
Please visit Hecla's website at www.hecla-mining.com
and our recruiting page at
<http://www.hecla-mining.com/careers/>

ACKNOWLEDGMENT

I have received my job description and understand I will be evaluated on the requirements of the Millwright Paste Plant position.

Signature and Date

Printed Name