

Finisher

Coats surface of parts, assemblies and finished products with protective or decorative materials such as paint, varnish, enamel, lacquer, dope or stain using spray gun. Selects and mixes coating material; coats areas inaccessible to hand sprayer using brush or roller. May monitor and verify quality in accordance with statistical process or other control procedures.

	Level 1	Level 2	Level 3	Level 4
	Finisher I	Finisher II	Finisher III	Sr. Lead Finisher
Knowledge	Little or no knowledge of the job. Moderate understanding of general job aspects and some understanding of the detailed aspects of the job.	Full knowledge of the job. Substantial acquaintance with, and understanding of, general aspects of the job with a broad understanding of the detailed aspects of the job.	Considerable knowledge of the job. Complete acquaintance with, and understanding of, the general and detailed aspects of the job, and their practical applications to problems and situations ordinarily encountered.	Extensive knowledge in specialized functions. A wide and comprehensive acquaintance with, and understanding of, both general and specific aspects of the job and their practical application to complex problems and situations ordinarily encountered.
Supervision Received	Close supervision involving detailed instructions and constant checking on work performance.	General supervision and instructions given for routine work and detailed instructions given for new activities or special assignments.	Limited supervision. No instructions needed on routine work and general instructions given on new lines of work or special assignments.	Minimal supervision. Work may be done without established procedures.
Consequence of Errors	Errors can be easily and quickly detected within the immediate work unit and would result only in minor disruption or expense to correct.	Errors may be detected and corrected but may cause moderate loss of time or customer/user dissatisfaction.	Errors may be difficult to detect and would normally result in loss of customer business, material or equipment.	Errors are very difficult to detect and would normally require significant expenditures to resolve.
Contacts	Contacts are primarily within immediate work unit. Contacts involve obtaining or providing information requiring little explanation or interpretation.	Contacts are typically with individuals within own department and occasionally with contacts outside own organization. Contacts involve obtaining or providing information or data requiring some explanation or interpretation.	Contacts are frequent with individuals representing other departments, and/or representing outside organizations. Contacts involve obtaining or providing information or data on matters of moderate importance to the function of the department or which may be of sensitive nature.	Contacts are frequent with individuals representing outside organizations, and/or individuals of significant importance within the company. Contacts involve planning and preparation of the communications, require skill, tact, persuasion and/or negotiation to accomplish the objectives of the communication.
Work Products (Examples may include but are not limited to)	Perform non-complex operations to normal tolerances and quality requirements. Operate applicable equipment and/or perform manual operations to productive capacity. Assist higher level workers. Ability to perform functions; mask, sand, prep, fill and touch-up. Ability to follow verbal instructions, operation sheets, sketches, prints or samples.	Perform non-complex operations to normal tolerances and quality requirements. Operate applicable equipment and/or perform manual operations to productive capacity. Assist higher level workers. Work with various equipment to perform functions; finishing, mask, sand, prep, fill, touch-up and peen blasting. Ability to follow verbal instructions, operation sheets, sketches, prints or samples.	Perform semi-complex operations to normal tolerances and quality requirements. Set up and operate applicable equipment and/or perform manual operations to productive capacity. Record and maintain data as required. Work with various equipment to perform functions; cleaning, mechanical finishing, marking, painting (brush), stencil fabrication and silk screen fabrication. Ability to read blueprints and operation sheets.	Perform complex operations to close tolerances and high quality requirements. Set up and operate applicable equipment and/or perform manual operations to productive capacity. Record and maintain data as required. Good working knowledge of materials, tools and equipment. Required to perform functions; chemical finishing, painting (spray), stencil fabrication, silk screen fabrication, precision etching and photo processing. Ability to read blueprints and operation sheets. Work with Engineering on prototype builds. Assist lower level workers.
Minimum Education and Experience	High School Diploma or equivalent, plus 0-1 years of experience.	High School Diploma or equivalent, plus 1-4 years of experience.	High School Diploma or equivalent, plus 4-8 years of experience.	High School Diploma or equivalent, plus 8 years of experience.