



Summary

Job Title

Restoration Specialist III

Department

Restoration

The **Restoration Specialist III** role is an entry-level position to introduce and practice the basic knowledge and skills required for precision assembly, fabrication, and restoration of aircraft structures and systems.

Reports to: **Restoration Shop Manager**

Key Responsibilities

RESULTS

Quality of Work

20%

- Work at a reasonable pace and within defined quality standards to ensure timely completion
- Proactively identifies defects or equipment issues to minimize scrap materials and rework of parts

Work Schedules

20%

- Completes all assigned tasks according to team production schedule
- Identifies the most efficient way to safely complete their scheduled assignments
- Displays reliable attendance and schedules time-off with advance notice

Job Knowledge

20%

- Seeks out opportunities to build new skills and develop work quality
- Disassembles, cleans, restores, fabricates, and reassembles aircraft structure using techniques both modern and historic
- Is learning to read and understand aircraft blueprints and technical data

Regulations & Safety

15%

- Always correctly uses the proper personal protective equipment
- Maintains safe work habits and performs required safety training according to company procedures
- Aware of their surroundings and avoids potential hazards or dangerous situations

Organization

15%

- Maintains safe, clean, and orderly conditions in assigned work area
- Organizes all tools, fixtures and equipment so they are easily accessible to minimize inefficiency

Process Improvements	10%
Identifies and suggests ways for the company to improve the efficiency and quality of production Effectively assists with implementing and supporting improvements to processes	
Total	100%

CORE VALUES

Teamwork	20%
Places the importance of the team's common goals above their individual achievement Contributes to an environment of free flowing communication that helps us collaborate Works well with others and supports the people on their team	
Integrity	20%
Does the right thing, even when no one is looking Honors commitments and accepts responsibility for their actions Demonstrates personal accountability to co-workers by fulfilling their role on the team	
Excitement	20%
Displays energy, passion, and enthusiasm for their work Shows a strong desire to learn new things and improve their professional skill set Seeks out and uses new technology or ideas to improve the effectiveness of their work	
Stewardship	20%
Embraces a responsibility to preserve history, honor veterans, and serve our community Completes work in a responsive manner to ensure our customers receive reliable and dependable services Focuses on customer-oriented actions that will build strong, long-term relationships	
Quality	20%
Does their part to maintain world class craftsmanship and service for our customers Does not cut corners or take shortcuts; completes the job right the first time Takes pride in their work and holds themselves to a very high standard of performance	
Total	100%

Requirements

ROLE, RESPONSIBILITIES, & EXPECTATIONS

- Disassemble, clean, restore, fabricate, and reassemble aircraft structure using techniques both modern and historic
- Learn to read and understand aircraft blueprints and technical data
- Seek out opportunities to build new skills and develop work quality
- Work at a reasonable pace and within defined quality standards to ensure timely completion
- Maintain safe, clean, and orderly conditions in assigned work area

- Take on additional responsibilities as needed
- Contribute to building a positive team spirit