



Summary

Job Title
Paint Lead

Department
Restoration

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The **Paint Lead** position uses project management skills to plan and execute all painting and covering projects. The Paint Lead identifies information, skills, materials, and manpower necessary to execute projects, and acquires those resources as needed. This team member also applies technical knowledge of painting processes and acquired expertise in washing, masking, stripping, sanding, priming, applying design layout, painting aircraft, applying aircraft fabric covering systems, detailing, and other duties as required to execute projects.

Reports To: General Manager

Responsibilities & Authorities:

- Responsible for all painting and covering projects.
- Responsible for color matching to standard required colors.
- Responsible for locating and acquiring all appropriate materials, supplies, and equipment for each project and communicating needs to Materials Procurement Specialist.
- Responsible for documenting paint color codes, retaining samples, and documenting mixing instructions for all finishes applied for future reference.
- Responsible for safe storage, disposal, and application of products to comply with regulatory standards.
- Maintains purchase and usage records for substances subject to compliance with environmental or other regulations.
- Maintains paint-related equipment as recommended by manufacturers or as required by regulatory standards.
- Maintains and tracks material inventory in an organized fashion.
- Performs additional duties as assigned.

Key Responsibilities

RESULTS

Safety & Organization	36%
<ul style="list-style-type: none"> • Follows and complies with all safety and company work rules and regulations, including DOT/FAA Drug and Alcohol Testing Policies. • Maintains safe work habits and adheres to correct use of proper personal protective equipment. • Safety training has been completed in accordance with company requirements. • Maintains an awareness of safety sensitive work and surroundings. Responsible to identify potential and actual hazards and mitigate damage to persons and property. • Responsible to maintain detailed descriptions in Harvest software and appropriately track times • Adheres to attendance requirements and time-off request notices. • Takes good care of the equipment under their responsibility and performs any necessary preventive maintenance on schedule. • Identifies the most efficient way to safely complete assigned tasks according to team production schedule. 	
Quality	34%
<ul style="list-style-type: none"> • Works efficiently and independently with minimal supervision within defined quality standards to ensure timely completion of projects. • Effectively and proficiently adapts to changing tasks and project requirements. • Seeks out opportunities to build new skills. Develops good work habits to ensure a high quality of work is accomplished. • Accurately interprets work orders and applies paint to parts as specified by Company or customer requirements. • Does their part to maintain world class draftsmanship and service for our customers. • Identifies and suggests ways for the company to improve the efficiency and quality of production. • Supports continuous improvements and efforts to make positive changes in the organization. Effectively participates in the implementation of these efforts. • Consistently mixes paint according to manufacturer instructions and in accurate quantities to minimize waste. • Does not cut corners or take shortcuts; completes the job right the first time. 	
Technical & Systems Knowledge	30%
<ul style="list-style-type: none"> • Seeks out and uses technical resources in the appropriate format. • Effectively and proficiently uses systems to communicate and project needs with other team members, maintain relevant compliance data, and monitor task completions. • Effectively and proficiently navigates Aircorps' online and physical libraries to access part drawings, manuals, and other resources. 	
Total CORE VALUES	100%
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Teamwork	20%
<ul style="list-style-type: none"> • 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%
<ul style="list-style-type: none"> • 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%
<ul style="list-style-type: none"> • 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%
<ul style="list-style-type: none">• 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%
<ul style="list-style-type: none">• 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

Qualifications:

- Be able to read, write, and speak English clearly.
- Effective and appropriate oral and written communication skills.
- Adequate computer skills for utilizing email, tracking time, researching products, and creating basic documents.
- Must be able to lift and pull objects weighing up to 50 pounds at a time.
- Must have manual dexterity and physical strength necessary to operate equipment.
- Must have visual acuity to inspect and identify defects.
- Must have a strong focus on high quality standards.
- Must display impeccable attention to detail.
- Must be highly resourceful.
- Able to prioritize workloads to maintain projects schedules.
- Preferred experience in automotive, industrial, or aircraft painting.
- Preferred experience planning, executing, and managing projects.
- Preferred experience with aircraft painting, de-paint, surface preparation, insignia, and stenciling.
- Preferred experience applying aircraft covering systems.