



## Job Description

Rev A

Approval Date: 09/24/2019

Job Title: Programmer

SOC: 15-1131

Description: The Programmer will create, modify, and test the code, forms, and script that allow computer applications to run that meet current and future XLT needs in accordance with quality, cost, delivery and service specifications and expectations. Duties and responsibilities include creating and improving programming for new products, as well as the continuous improvement of current products.

Classification: Exempt

Status: Full-time salary

Supervisor: Department Manager

Worksite Address: XLT Ovens  
7761 West Kellogg Drive  
Wichita, Kansas 67209

Work Schedule: Production Schedule per Employment Manual

Holidays Observed: Per Employment Manual

Pay: Per Wage Scale

Benefits: Per Employment Manual

Primary Responsibilities:

1. Abide by the Quality Management System.
2. Understand that Customer satisfaction is our first priority, and the importance of compliance to statutory and regulatory requirements.
3. Protect the Company's assets, reputation, goodwill, and stature in the marketplace at all costs.

Travel: This Position requires little to no travel.





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- Essential Functions:** This position will perform the below listed duties consistently, accurately, timely, safely, and at the lowest feasible cost:
1. Maintain the Quality Management System
  2. Make it understood by all Team Members that Customer satisfaction is our first priority, and the importance of compliance to statutory and regulatory requirements
  3. Protect the Company's assets, reputation, goodwill, and stature in the marketplace at all costs
  4. Design and create software programs using various computer languages (such as PLC, Ladder Logic, C++, and Python) to enhance our new and current products
  5. Design and create software programs, which will solve problems for our Customers
  6. Integrate systems and software to enhance operation of XLT product
  7. Analyze algorithms, modify source-code, debug, and maintain operating systems
  8. Use coding skills to solve problems
  9. Update and expand existing programs
  10. Practice 5S
  11. Perform any and all other duties as assigned by the President
- Computer Skills:** Advanced Computer, E-Mail, and Web skills are required. Most of the documentation and training is done through the use of computers.  
Advanced understanding and use of various computer languages, such as PLC, Ladder Logic, C++, and/or Python  
Advanced, proficient computer skills required are Microsoft Office
- Licenses Required:** Driver's License
- Travel Documents:** None
- Experience Required:** Requires five (5) years experience in computer programming using computer languages, such as PLC, Ladder Logic, C++, and/or Python, or other related languages; Strong experience in problem solving through programming; Ability to communicate technical information to non-technical personnel; Skill in organizing resources and establishing priorities; Excellent verbal and written communications skills; and ability to learn and support new systems and applications
- Training Required:** Per Training Matrix
- Education Required:** Prefer a Bachelor's Degree in IT/Computer Science and/or business from an accredited college or university, or equivalent experience, and must be knowledgeable of all products and services offered by the Company





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### Physical Requirements:

1. Must be able to stand, walk, and use hands for up to 10 hours per day.
2. Must be able to sit at a desk and use a keyboard and mouse for up to 10 hours per day.
3. Must be able to climb, balance, stoop, kneel, crouch, or crawl for 3 hours per day.
4. Must be able to lift 50 pounds.
5. Must have good close vision, distant vision, color vision, peripheral vision, depth percept the ability to adjust focus.

### Mental Requirements:

1. Must be able to count, add, subtract, multiply and divide.
2. Must be able to read, speak, and write English.
3. While talking to others, convey information effectively.
4. Must be able to judge distances, shapes, and fits.

### Skills Required:

1. Excellent listening skills – give full attention to what other people are saying
2. Using logic and reasoning to identify the strengths and weaknesses of alternative solutions
3. Leadership and motivational skills
4. Interpersonal skills
5. Good written and verbal communication skills
6. Decision-making and analytical skills
7. Ability to work under pressure individually and as part of a team
8. Able to plan and prioritize his/her own work
9. Must have attention to detail
10. Must have mechanical aptitude
11. Must be able to use common power and hand tools
12. Must know threaded fasteners

**Work Environment:** Part time exposure to mechanical moving parts, explosives and combustibles, electrical shock, vibration, and fumes or airborne particles, loud noises, and ultraviolet light. Also part time exposure to a typical office environment.

*The above statements are intended to describe the essential responsibilities of persons assigned to this role. They are not intended as an exhaustive list of all duties, responsibilities, and requirements.*





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XLT commits to sharing a portion of the annual profits with all eligible Team Members, and promises to never institute a lay off.

I \_\_\_\_\_ commit to, and am responsible for, the satisfactory execution of the  
*(Team Member Name)*  
primary responsibilities and essential functions described above.

Employee Signature: \_\_\_\_\_ Date: \_\_\_\_\_

