

# COMMERCIAL GEAR & SPROCKET COMPANY, INC.

Walpole, Massachusetts • Third-Generation Precision Manufacturer • [commercialgear.com](http://commercialgear.com)

NOW HIRING

## Senior CNC Machinist — Cell Lead / Shop Floor Supervisor

\$30–\$40 per hour • Full-Time • Direct Hire • Day Shift, Monday–Friday

### Build Your Future With Commercial Gear

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Commercial Gear & Sprocket has been crafting precision gears, sprockets, splines, and machined components for three generations. Our customers depend on us for work they cannot get wrong — complex custom parts that keep critical machinery running across demanding industries. We have built our reputation one precision part at a time, and we intend to keep it that way.

We are not a company in transition. We are a company with momentum. Our customer base is established and growing. Our processes are refined and continually improving. And our workforce is one of the most tenured in the industry — every member of our team has been here for years. When you join Commercial Gear & Sprocket, you are joining a business that is built to last, positioned to grow, and committed to the long-term success of every person on the floor.

This opening is a genuine opportunity for the right candidate: defined cell ownership, direct access to leadership, continuous training, and a benefits package — including a 32-hour work week paid at 36 hours — that reflects how much we value the people who make our product excellent. We invite you to help shape the future of precision manufacturing here.



#### A Note to Veterans and Military-Trained Machinists

Commercial Gear & Sprocket proudly welcomes applications from U.S. veterans. We recognize that the discipline, precision, and technical expertise developed through military service — particularly in machining-related ratings and specialties such as the Navy Machinist's Mate (MM) rating, Army Allied Trade Specialist (MOS 91E), and Marine Corps Machinist (MOS 2161) — translate directly to excellence on our shop floor. Military machining experience is highly valued here, and we strongly encourage veterans to apply.

### The Opportunity

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You will own a 3-cell machining environment consisting of three CNC lathes and a CNC milling machine. This is a position with real scope and real accountability: setup, programming, quality, first-article prove-out, and throughput across all four machines. You will report directly to ownership and work alongside a seasoned crew that holds itself to a high standard.

Candidates who thrive here are machinists who view a well-run cell as a direct reflection of their professional identity — people who bring judgment, initiative, and a continuous improvement mindset to work every day. We will invest in your growth because your precision directly shapes the quality our clients depend on and the legacy we are building together.

### What You Will Own

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- **Own a 3-cell production environment** — three CNC lathes and a CNC milling machine — with full accountability for setup, programming, quality, and throughput across all cells
- Fully set up and operate CNC lathes and mills including chucks, toolholders, fixtures, and tooling offsets to produce parts meeting tight print specifications
- Write, edit, prove out, and manage G-code programs via CAD/CAM software; maintain disciplined program file management
- **Execute first-article inspection and program prove-out** on new and revised jobs; verify dimensional accuracy before releasing to production
- Apply standard measuring instruments — micrometers, calipers, height gauges — to verify parts at every stage; Brown & Sharpe MicroHeight experience is a strong plus
- Adjust feed and speed rates, tool positions, and insert selection based on wear patterns and chip formation
- Perform 5S housekeeping and routine machine maintenance; assist with repairs; proactively replace worn inserts, drills, and tooling
- Coordinate material flow across your cells to support on-time production commitments and inventory efficiency
- Drive measurable improvements in cycle time, tooling costs, and performance output — document and share results
- Mentor and support fellow machinists; contribute to a culture of continuous learning and precision craftsmanship
- Interface directly with ownership, customers, and suppliers on production priorities, quality requirements, and delivery commitments
- Enter job data and production records accurately into shop documentation and work order systems

## What You Bring

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- **5+ years** of machine shop experience in a precision manufacturing environment; gear manufacturing experience is a significant advantage
- **3+ years** in a lead, supervisory, or progressively senior machinist role with cell or multi-machine ownership
- Proven ability to set up, program, and run multiple CNC machines concurrently — specifically lathes and mills — in a cell-based production environment
- **Proficiency with CNC control platforms**; Fanuc and/or Haas control experience is preferred; familiarity with other platforms (Siemens, Mazatrol, Mitsubishi) is a plus
- G-code programming and CAD/CAM software proficiency; strong program file management discipline
- **GD&T (Geometric Dimensioning & Tolerancing)** knowledge; ability to read, interpret, and work to tight-tolerance engineering prints with confidence
- Solid understanding of material properties and how they affect tooling selection, feeds, speeds, and cutting performance; experience with steel, alloy steels, and cast iron preferred
- **Working familiarity with AGMA and/or ISO quality standards** as they apply to gear and precision component manufacturing is a plus
- Experience developing and executing material flow plans to meet production requirements
- Strong shop mathematics including trigonometry; ability to use feeds/speeds charts and calculators
- Self-directed, organized, and comfortable making sound decisions with minimal supervision
- Commitment to workplace safety, 5S standards, and a culture of continuous improvement

*Military machinists: Your service-developed skills, precision standards, and mission-first discipline are directly applicable to this role. We recognize and honor what you bring.*

## Work Environment & Physical Requirements

This position is performed in our machine shop facility in Walpole, MA. The environment includes:

- Indoor manufacturing environment with exposure to moving mechanical parts, cutting fluids, and moderate noise levels
- Ability to stand and walk for extended periods throughout the shift
- Ability to lift and carry up to 50 lbs unassisted; heavier materials handled with mechanical assistance
- Required use of personal protective equipment (PPE) including safety glasses, hearing protection, and steel-toed footwear
- Monday through Friday day shift schedule

## Compensation & Benefits

YOUR TOTAL COMPENSATION PACKAGE	
<b>Hourly Rate</b>	\$30–\$40/hour, commensurate with experience and qualifications
<b>Work Week Advantage</b>	32 hours worked — compensated at 36 hours of pay. The extra 4 hours are earned by completing your full 32-hour week.
<b>Signing Bonus</b>	Competitive signing bonus available for highly qualified candidates — discuss at time of offer
<b>Health Insurance</b>	Coverage begins after 90 days; employer contribution scales with tenure: 50% (90 days–5 yrs) → 67% (5–10 yrs) → 80% (10+ yrs)
<b>Dental Insurance</b>	Delta Dental — employer pays half the monthly premium
<b>Life &amp; Disability</b>	\$25,000 life insurance / AD&D coverage; short-term disability up to \$500/week
<b>Paid Vacation</b>	1 week (1 yr) → 2 weeks (3 yrs) → 3 weeks (10 yrs) → 4 weeks (20 yrs)
<b>Paid Holidays</b>	10+ paid holidays annually, including Patriot's Day
<b>Sick Leave</b>	2 paid sick days per year — paid out at year-end if unused
<b>Profit Sharing</b>	Gross profit-based program currently in development — coming soon
<b>Continuous Training</b>	We are committed to ongoing skill development; knowledge is shared openly across the team
<b>Uniforms</b>	Available at nominal cost upon request

## Paid Holiday Schedule

New Year's Eve (January)	Memorial Day (May)	Columbus Day (October)
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Washington's Birthday (February)	Independence Day (July)	Veterans Day (November)
Patriot's Day (April)	Labor Day (September)	Thanksgiving + Day After (November)
	Christmas Day (December)	

## Ready to Own Your Cells and Help Shape Our Future?

Apply online at [commercialgear.com/employment](https://commercialgear.com/employment) • [info@commercialgear.com](mailto:info@commercialgear.com) • 800.491.1073

*Commercial Gear & Sprocket Company, Inc. — Walpole, MA*

*Commercial Gear & Sprocket is an Equal Opportunity Employer. All employment decisions are made without regard to sex, age, religion, color, race, national origin, marital status, disability, or any other category protected by law.*

*We strongly encourage applications from U.S. veterans and those who have served in the Armed Forces. Military experience is valued and respected at Commercial Gear & Sprocket.*