



Job Title: CNC Programmer

LOCATION: 60 Regal Rd. Guelph, ON N1K 1B5

Job Summary:

We are seeking a skilled CNC Programmer to develop, optimize, and support machining processes that drive high-quality and efficient production. We are looking for a collaborative professional who will work closely with engineering, quality, and shop floor teams to enhance productivity, resolve issues, and support continuous improvement in all manufacturing operations.

Key Responsibilities

- Collaborate with management and engineering teams on machining process development and feasibility reviews.
- Develop, test, and optimize CNC programs for mills and lathes, including creation of setup sheets and fixturing requirements.
- Partner with the Tooling Coordinator to select appropriate tooling and fixtures; engage with tooling suppliers on new technologies.
- Create solid models and programming assets using Mastercam.
- Design and support the production of in-house fixtures or coordinate outsourcing as required.
- Work with Quality, Engineering, operators, and machinists to troubleshoot and resolve operational or project-related issues.
- Provide technical expertise to modify and improve manufacturing processes, including cycle times, setup times, and tooling speeds/feeds within customer and specification requirements.
- Review daily job performance reports and address variances from target outcomes.
- Maintain accurate documentation and data on the company network.
- Operate within the ISO system and support the achievement of Key Performance Indicators.
- Assist with machine setups when required.

Qualifications

- Minimum 5+ years of experience in complex CNC machine programming, supporting shop-floor machinists and operators.
- Prior hands-on experience as a Machinist.
- Advanced knowledge of CNC programming for mills and/or lathes.
- Strong proficiency in Mastercam and SolidWorks.
- Skilled in the use of precision measuring tools (calipers, indicators, micrometers, height gauges).
- Ability to read and interpret blueprints, technical drawings, charts, quality documentation, and tolerance/surface finish specifications.

- Strong understanding and practical application of GD&T principles.
- Excellent collaboration skills and ability to work effectively across teams.
- Clear and professional communication skills, both verbal and written.
- Strong analytical abilities, accuracy, and attention to detail.
- Demonstrated commitment to continuous improvement.

Preferred Experience:

- Familiarity with Fanuc, Mazak, Haas, or similar CNC controls.
- Experience with both custom, prototype and short-run to long-run production.

Fostet Benefits:

- Market Competitive Salaries
- Company Sponsored Health and Dental Benefits
- Company Sponsored Employee Assistance Program
- Paid Sick Time Off
- Company Sponsored Events
- Paid Uniform and Work Boot Program

Fostet Manufacturing Inc. is committed to promoting accessible recruitment as outlined in the Accessibility for Ontarians with Disabilities Act. Fostet Manufacturing Inc. will attempt to accommodate persons with a disability in an appropriate and effective manner throughout all stages of the recruitment process. Accommodations will be provided upon request.

DATE LAST MODIFIED: November 2025