

Job Description for Painter

Company Information

Organization Name: Pat M. Nye Painting

FLSA Status: Non-exempt

Effective Date: 12-15-2023

Hiring Manager Job Title: Painter

Job Level: Individual Contributor

Employment Status: Full-time Regular

Primary Location: BUFFALO, NY

Job Summary

Paint walls, buildings, and other structural surfaces, using brushes, rollers, and sprayers. Prepare surface prior to painting.

Education and Experience

High School Diploma - or the equivalent (for example, GED)

Less than a High School Diploma

Knowledge

English Language - Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.

Customer and Personal Service - Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.

Building and Construction - Knowledge of materials, methods, and the tools involved in the construction or repair of houses, buildings, or other structures.

Skills

Basic Skills

- Active Learning- Understanding the implications of new information for both current and future problem-solving and decision-making.
- Active Listening- Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
- Critical Thinking- Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems.
- Learning Strategies- Selecting and using training/instructional methods and procedures appropriate for the situation when learning or teaching new things.
- Mathematics- Using mathematics to solve problems.
- Monitoring- Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.
- Reading Comprehension- Understanding written sentences and paragraphs in work-related documents.
- Speaking- Talking to others to convey information effectively.

- Writing- Communicating effectively in writing as appropriate for the needs of the audience.

Social Skills

- Coordination- Adjusting actions in relation to others' actions.
- Instructing- Teaching others how to do something.
- Negotiation- Bringing others together and trying to reconcile differences.
- Service Orientation- Actively looking for ways to help people.
- Social Perceptiveness- Being aware of others' reactions and understanding why they react as they do.

Complex Problem-Solving Skills

- Complex Problem Solving- Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.

Technical Skills

- Equipment Maintenance- Performing routine maintenance on equipment and determining when and what kind of maintenance is needed.
- Equipment Selection- Determining the kind of tools and equipment needed to do a job.
- Installation- Installing equipment, machines, wiring, or programs to meet specifications.
- Operation and Control- Controlling operations of equipment or systems.
- Troubleshooting- Determining causes of operating errors and deciding what to do about it.

Systems Skills

- Judgment and Decision Making- Considering the relative costs and benefits of potential actions to choose the most appropriate one.

Resource Management Skills

- Management of Material Resources- Obtaining and seeing to the appropriate use of equipment, facilities, and materials needed to do certain work.
- Time Management- Managing one's own time and the time of others.

Primary Job Duties

- Cover surfaces with drop cloths or masking tape and paper to protect surfaces during painting.
- Fill cracks, holes, or joints with caulk, putty, plaster, or other fillers, using caulking guns or putty knives.
- Apply primers or sealers to prepare new surfaces, such as bare wood or metal, for finish coats.
- Apply paint, stain, varnish, enamel, or other finishes to buildings, or other structures, using brushes, sprayers, or rollers.
- Calculate amounts of required materials, based on surface measurements or work orders.
- Read work orders or receive instructions from supervisors or homeowners to determine work requirements.
- Erect scaffolding or swing gates, or set up ladders, to work above ground level.
- Remove fixtures such as pictures, doorknobs, lamps, or electric switch covers prior to painting.
- Wash and treat surfaces with oil, turpentine, mildew remover, or other preparations, and sand rough spots to ensure that finishes will adhere properly.
- Remove old finishes by stripping, sanding, wire brushing, burning, or using water or abrasive blasting.
- Smooth surfaces, using sandpaper, scrapers, brushes, steel wool, or sanding machines.

- Cut stencils and brush or spray lettering or decorations on surfaces.

Note

This job description in no way states or implies that these are the only duties to be performed by the employee(s) incumbent in this position. Employees will be required to follow any other job-related instructions and to perform any other job-related duties requested by any person authorized to give instructions or assignments. All duties and responsibilities are essential functions and requirements and are subject to possible modification to reasonably accommodate individuals with disabilities. To perform this job successfully, the incumbents will possess the skills, aptitudes, and abilities to perform each duty proficiently. Some requirements may exclude individuals who pose a direct threat or significant risk to the health or safety of themselves or others. The requirements listed in this document are the minimum levels of knowledge, skills, or abilities. This document does not create an employment contract, implied or otherwise, other than an “at will” relationship.

Reviewed with employee by

Signature: _____ Name (print): _____

Title: _____ Date: _____

Received and accepted by

Signature: _____ Name (print): _____

Title: _____ Date: _____

The company is an Equal Opportunity Employer, drug-free workplace, and complies with ADA regulations as applicable.