



Czero, Inc.

Job Opening – Experienced Programmer/Machinist, Full or Part Time

Posting#: 2025-007

Date of posting: September 22nd, 2025

Location: Fort Collins, Colorado 80524

Residency requirement: U.S. Citizen or Permanent Resident (Green Card)

Time commitment: Full Time or Part Time

Travel requirements: None

Reporting structure: Reports directly to Owners

Salary range: \$28 – \$38/hr (depending on experience)

JOB DESCRIPTION

Czero is seeking a dedicated individual to join our team as a programmer/machinist for our machining & fabrication shop, Quixik Machining and Fabrication. Quixik is a spinout from Czero and was created to support Czero's advanced engineering, research, & development activities, where a diverse assortment of custom and prototype parts and assemblies are needed. We also extend our shop to the public where we manufacture low quantities of parts for a broader customer base. Quixik operates as a job shop and focuses on small quantity orders and prototypes as opposed to high volume production.

We are seeking an individual who has extensive experience in programming CNC milled and turned parts (ideally in Fusion) as well as years of experience running machining jobs from start to finish. We are seeking a machinist who demonstrates adaptability and versatility in a dynamic environment. There will be a lot of flexibility to help direct our shop's future, and the workload may fluctuate depending on our needs.

QUALIFICATIONS

There are two primary aspects to this job position.

Programmer/Machinist

- Review manufacturing drawings and specifications to gain a thorough understanding of the requirements. This individual will choose how parts will be produced including the machines being used, picking the tooling, ops, fixturing, etc.
- Use Fusion to program CNC mills and lathes (Fanuc and Mori Seiki based controls). This individual will program toolpaths and will need to be comfortable using Fusion or willing to learn from experience in MasterCAM (or similar).
- Setting up equipment and running in the first part, including making custom fixturing as required to complete each step of the manufacturing plan.
- Inspecting finished parts for flaws, defects, and conformance to the specifications.
- Running the machines and troubleshoot manufacturing issues that come up.

Front of House

- Use your machining and programming experience to help estimate jobs. No experience in estimating is required but the ability to estimate the amount of time tasks will take is necessary for us to quote work. While this is not a prerequisite, this individual will be expected to learn how to quote jobs.
- Managing multiple jobs in the shop with a focus on quality and efficiency.
- Willing to be flexible and step into many roles.
- On occasion, this individual will be customer facing. This includes taking inbound calls and emails, working with customers to understand their needs, choosing raw material and tooling, working with outside vendors, etc.

Required Experience

- A minimum of 6 years of experience in a machine shop. Strong references expected.
- Machining Skills
 - **Key skill requirement:** CNC programming using Fusion, Mastercam, or similar.
 - **Key skill requirement:** CNC machine setup.
 - Running CNC milling machines to produce precision parts. This includes programming, machine setup, fixturing, tool setting, milling, and machine cleaning and maintenance.
 - Running CNC lathes to produce precision parts. This includes programming, machine setup, fixturing, tool setting, machining, and machine cleaning and maintenance.
 - Experience machining a wide variety of materials and the ability to adapt/adjust the manufacturing processes to optimize for the material.
 - Ability to manage multiple jobs and communicate with the internal team as well as customers.
 - Ability to take precise measurements of parts for part verification. Experience with metrology equipment and CMMs preferred.
 - Math skills to take precise measurements and make calculations.
 - Knowledge of how to operate band saws, grinders, and other tools needed to prepare material or post process parts.
 - Running manual mills.
- Work Approach
 - High performer.
 - Detail oriented.
 - Capable of working well with minimal supervision yet works well with team members.
 - Willingness to lead and mentor.
 - Goal driven.
 - Willing to go the extra mile for the team.
- Critical thinking skills to develop effective manufacturing plans based on specifications.
- Problem-solving skills to troubleshoot issues that arise during the manufacturing process.
- Ability to lift roughly 50 pounds and remain stationary throughout long periods of time.
- Can work under the pressure of deadlines.
- Understanding of health and safety regulations to reduce the risk of workplace accidents.

Additional consideration will be given to those with experience in these areas,

- Experience running advanced CNC machines (4th axis, 5 axis, 3+1, 3+2, sub-spindles, grinders, etc.).
- Experience with Fanuc control systems.

- Experience with Mori Seiki controls.
- Experience with surface grinding.
- Experience with centerless grinding.
- Experience with 3D CAD software (Solidworks, Inventor, etc.).
- Experience with post processing (sandblasting, painting, powder coating, anodizing, etc.).
- Experience with metrology.
- Experience using CMMs (we have a Faro CMM Arm).
- Experience with welding, sheet metal forming, and other fabrication skills.
- Knowledge and experience with GD&T per ASME Y14.5.
- Experience managing external processes and vendors.

Education

High School Degree or GED required. Advanced technical training, apprenticeship, certificate, or associate degree programs in precision machining are desirable.

Residency requirements

Must be U.S. citizen or a Permanent Resident (Green Card)

The right fit for our team

Beyond technical ability, we're looking for someone who is smart, creative, innovative, hardworking, able to handle multiple projects at a time, and tenacious when it comes to a tough challenge. Everyone at Czero enjoys the challenge of tackling hard problems and is willing to put in the time and effort to solve them. Additionally, we have a true team environment, so it's crucial that you can collaborate effectively with diverse team members.

We celebrate employment equity and diversity. We encourage applications from all qualified individuals and do not discriminate based on disability, race, ethnicity, religion, gender, sexual orientation, age, veteran status, or any other basis protected under federal, state, provincial or local laws. Czero is an equal opportunity employer.

RECRUITERS

Please do not contact us regarding this or other positions at Czero; we already have an established relationship with a great recruiting team. Thanks!