



WORKING AT PANTEX

JOIN THE MISSION

PRODUCTION TECHNICIAN

We are on a journey to build our production workforce.

We are looking for folks to do the actual hands-on work to ensure the nuclear deterrent is safe, secure, and effective. Those with a background in at least one of the following areas are needed: manufacturing, machining, maintenance, welding, electrical, automotive/diesel, and instrumental technology. A high school diploma or GED is required, as well as 6-months of verifiable hands-on work.

Production technicians have a number of responsibilities, including but not limited to the following:

- Assembling, disassembling, inspecting, and transporting components associated with the nuclear weapons stockpile
- Keeping accurate records and inputting data
- Operating material and handling/moving equipment
- Being responsible for the use of hand tools and special testing equipment
- Performing minor repairs according to written/oral instructions



LAUNCH TO THE TOP

Interview Tips

To prepare for your interview with Pantex Plant, here are a few tips:

1. **We ask behavioral interview questions** (e.g., "Tell me about a time you experienced XYZ."). This is your chance to shine! Also, be sure to follow the STAR method by describing:

The **S**ituation • The **T**ask that you had to do • The **A**ction you took • And the **R**esult.

Example

Tell me about a time when you faced a difficult problem at work.

Situation: *I was working as a retail manager at a home improvement store and a customer purchased a special order and had it delivered to the store. One of my associates accidentally put the item out on the floor, where another customer immediately purchased it.*

Task: *I knew I needed to make this right for the customer to meet my own service-level standards and to make sure my company kept a good reputation.*

Action: *Before calling the customer to let him know about the mistake, I located the same item from another store nearby. I ordered it and had it delivered directly to his home and included a gift card to thank him for understanding. I then called the customer to share what had happened and the outcome.*

Result: *The customer was so thankful and even wrote a positive review about the experience on our Facebook page.*

2. **Research the company.** What is the company's mission? Based on that mission, what do you think would be important in a new employee?

Example

If the job I am interviewing for is a cleaning company, then I would assume that my attention to detail would be very important. Also, since I will be around cleaning chemicals, I bet my ability to work safely and be proactive to keep my co-workers safe will be a top priority.

3. **Highlight your skills and accomplishments.** This is your time to shine. Talk about the skills (based on your research, the job description, and the info you gather in the interview) that you know are important to the interviewer.
4. **It is ok to pause and think about your answer.** Do not feel pressured to fill the silence or answer quickly. Just let the interviewer know that you need a minute to think.

pantex.energy.gov/careers/productiontech

JOIN THE MISSION

What is in it for you?

Benefits

Depending on the nature of your position, department, and union/non-union status, you can expect to receive a benefits package that includes many or all of the following:

- Medical Plan
- Prescription Drug Plan
- Vision Plan
- Dental Plan
- Employee Assistance Program
- Disability Coverage
- Life and Accident Plans
- 401(K) Savings Plan

Career Advancement

A production technician has multiple options for career progression at Pantex. While a production technician can remain in the same position for an entire career, those with a desire for upward mobility have opportunities in leadership and management positions. Production technicians can also engage in careers across Pantex, such as Training, Procurement, Scheduling, and more.

Learning and Engagement

Our employees are our most valuable resource, which is why we offer programs designed to help you enhance your knowledge and skills:

Educational Assistance: We provide financial assistance for eligible employees pursuing approved programs of study taken at accredited colleges and universities.

Leadership and Professional Development:

We develop leaders at every level of our organization through various development tools and workshops.

Affinity Groups: Pantex offers the opportunity to join one of several affinity groups, linking our employees together through a common purpose or interest.



MEET THE CHALLENGE

What does the testing process look like?

All applicants are required to participate in a pre-hire computer-based evaluation prior to the interview to assist in determining suitability for hands-on work.

- The evaluation has two parts: Reading Comprehension and Mechanical Aptitude. Applicants have up to 2 hours and 45 minutes to complete, but most finish early. For awareness, each part displays the time remaining.

Failure of either one or both parts is considered failing the evaluation, and the applicant will not move forward in the selection process. Applicants can reapply to the role after 90 days.

- Applicants who have previously passed one or both parts will not be required to retake those parts of the evaluation.