EVERGREEN
— ADDITIVE —

September 24, 2026
Career Opportunity: Manufacturing Operations Technician
Anticipated Start Date: November 2, 2026

About Evergreen Additive
We are a manufacturing technology company specializing in manufacturing systems for the maritime industry and national defense. Our customers are commercial boat builders who need composite tooling faster and cheaper than traditional methods allow, and defense programs that need expendable autonomous systems built at the speed of the threat. We're growing!

Why This Role Matters
This is our first dedicated advanced manufacturing technician hire. You won't inherit a system – you'll build one. Working directly with the founding team and engineering staff, you'll be the key to success on project deliverables on the shop floor in a fast-moving advanced manufacturing environment: 3D print material preparation, execution of machine instructions, and print post-processing activities. The work spans both commercial tooling and defense programs. In the same week, you may be printing an unmanned surface vessel, milling a marine composite tool, or performing finishing work, assembly, and integration. This role is for someone who pays close attention to detail, takes pride in quality craftsmanship, and is comfortable performing hands-on tasks.

What You'll Do
Responsibilities will evolve, but the typical tasks will be to:
Machine Operation & CNC Programming
- Operate robotic large-format additive manufacturing systems to produce composite marine tooling and vessel components
- Set up, prove out, and run machining jobs on our robotic systems, including work holding, fixturing, work offsets, and tool selection
- Program and configure industrial equipment including toolpaths, process parameters, and machine setup for new and repeat jobs
- Set up and execute manufacturing jobs including material loading, calibration, and in-process monitoring
- Simulate and verify programs before cutting to prevent collisions and to manage reach limits and singularities
- Inspect machined parts against drawings and models, and document results
- Troubleshoot process issues in real time and translate shop floor observations into documented fixes
- Own routine maintenance of production equipment, including maintenance logs and a preventive maintenance schedule

Materials & Composites
- Handle, prep, and apply composite materials in support of tooling and vessel production
- Support post-processing, finishing, and inspection of printed and composite components
- Flag material or process issues early and help develop solutions

Shop Ownership & Process Development
- Work independently across multiple job types with minimal day-to-day direction
- Keep the shop organized, safe, and ready to work every day, including tool control, housekeeping, material storage, and shop standards
- Own development and documentation of work instructions, setup sheets, and quality checkpoints
- Track and report production data; flag deviations and propose fixes
- Contribute to continuous improvement. We expect everyone to drive improvement cycles, not just participate in them

Physical Requirements
This role requires standing, bending, repetitive task work, and lifting to 50 lbs. for extended periods on the shop floor, along with comfort working around industrial equipment and materials.

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Support Across the Business
This is a small company. You'll occasionally do things that aren't on this list, and that's by design. Being a self-starter is critical to your success. This role is expected to adapt as the company grows.

Where This Role Is Headed
As Evergreen grows, this role could progressively take ownership of areas such as shop safety programs, materials and inventory management, preventive maintenance planning, production scheduling, and quality documentation, and eventually to help train and lead future technicians.

What We're Looking For
We care more about trajectory and mindset than a specific credential set. This role is accessible to candidates with a relevant technical background, whether that's a degree, a trade background, or a portfolio of hands-on experience. You likely bring some of the following:

- Hands-on experience operating and programming industrial or manufacturing equipment – 5-axis CNC or large-format additive manufacturing experience are a strong plus
- Experience setting up and running CNC equipment, including work holding, fixturing, and first article prove-out
- Ability to read engineering drawings and 3D models, including basic GD&T
- Experience working with composite materials, marine fabrication, surface finishing, or similar hands-on materials work
- A genuine interest in additive manufacturing and a track record of picking up new equipment or processes quickly
- Comfort being a generalist — willing to move between machining, printing, materials work, and general shop tasks as needed
- Ability to work independently and make good calls without someone looking over your shoulder
- Ability and comfort reading, writing, and following work instructions and setup sheets, and improve them over time
- Trade certification, technical degree, or demonstrable equivalent experience

More importantly, you are:

- **Hungry.** Self-motivated to work hard.
- **Humble.** Low ego. You'll work alongside the founders. Pride in craft, not in title.
- **Smart.** People-aware. Reads the room, communicates clearly, and works well across personalities.
- **Reliable.** You show up, you follow through, you say what you mean.
- **Accountable.** When something goes wrong, you own it and fix it.
- **Adaptable.** You can comfortably move between work in an office and work on the shop floor.

Our Values
Integrity. People-Centered. Customer Obsession. Own It Together. Relentless Improvement.

These aren't wall art. They're how we make decisions and treat each other. Please carefully read them and consider whether you are a fit before you apply.

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What You'll Get

- Competitive compensation based on experience
- Health, dental, and vision benefits
- 401(k) with company match
- Direct access to the founding team and real influence on how this company is built

Location

Our manufacturing operations are in Brunswick, Maine. This position will be on-site in Brunswick with limited travel or remote work.

A Note on Clearances

Some of our defense work may require a U.S. security clearance in the future. This position requires access to information controlled under U.S. export regulations, including ITAR. Applicants must be a U.S. citizen or lawful permanent resident.

To Apply

Create a short video (YouTube or Vimeo) less than two minutes in length which introduces yourself and why you are a great fit for this career opportunity. Submit a link to this video and your resume to careers@evergreenadditive.com.