



# What we're looking for in a Production Team Member



## We value the diverse skill sets each Team Member brings to TMMC

Our customers depend on every Team Member following standardized processes and procedures to ensure quality is built into every vehicle. It's simply the TMMC way.

TMMC has two locations in Cambridge and Woodstock. Currently we have opportunities in both locations.

Production positions are 12 month renewable contracts. You'll need to work rotational day and afternoon shifts. Shift start, and end times may vary based on business conditions. Our core hours of work are Monday to Friday with a day shift starting as early as 6:15 a.m. and ending at 3:45 p.m. and an afternoon shift starting at 5:45 p.m. and ending as late as 4:15 a.m. Overtime can be Monday-Thursday (2 hours max) and Saturday morning shift (day shift rotation only). Overtime will be paid for any work over 40 hours.

## What you can expect from our Hiring Process



### THE APPLICATION

Completing our online application will take about 5 minutes of uninterrupted time. We'll be asking you questions about the type of employment you're looking for and your work experience. This will help us understand a little more about you and your qualifications.



### ONLINE ASSESSMENT

The next step is a web-based assessment that you can complete at your convenience. This online assessment 15-20 minutes to complete and will ask you questions in problem solving, personal beliefs, and other items related to the Production Team Member position, to determine if this job is right for you.



### CAMBRIDGE ASSESSMENT CENTER

#### WORK SIMULATION (PART 1)

At the midway point, you'll be invited to schedule a time to complete a work simulation and an interview (see below) at our Cambridge location. These activities will take approximately 3 hours to complete. During the work simulation, you will be asked to follow standardized work while completing mock work activities, that simulate common movements on the production floor. No previous experience is needed to be successful. This day will be a great opportunity for you to experience some of physical demands of a Production Team Member.



#### INTERVIEW (PART 2)

We'd like to spend a little more time with you. You'll meet with a manufacturing or human resources representative to discuss your work experience, give you more information about the job, and address any questions you may have.



#### JOB OFFER AND TRAINING

Successful applicants will be offered a 12 month renewable contract. If accepted, we prepare you for success, by provide you with 5 days of orientation, 2 of which, will be fundamental skills training in our Global Training Center. After orientation, you'll receive on-the-job-training with a TMMC certified trainer in your specific work location. Once you're certified, you'll be able to fully contribute to a team building award winning cars for the North American market.