

CNC Operator

About C-Motive

C-Motive is a startup with facilities in Middleton, WI commercializing electric motors with sustainability and efficiency as top priorities. This technology was born out of UW-Madison and will be the first of its kind on the market.

Half of all electricity globally is consumed by electric motors. C-Motive's patented electrostatic motor technology delivers 95%+ efficiency, uses no rare-earth metals, less than 1% the copper, and has the potential to deliver over a gigaton of carbon savings in the next decade. The global motor marketplace is \$100B annually and C-Motive is poised to become a significant player in the coming few years. No one else in the world is developing electrostatic machines and our goal is to become the reference motor technology for a new generation of products.



Machinist

The Opportunity:

C-Motive's motor is a highly engineered product, and demand is at an all-time high as we move into the pilot manufacturing phase. The design relies on a range of precision-machined components held to tight tolerances. To support growing production and development needs, we've recently expanded our machine shop with new equipment, including a 2026 SMEC 2500BY CNC turning center and a 2020 Kitamura HX300iG 4-axis horizontal mill.

The CNC Operator plays a key role in producing high-quality, precision-machined components that support both our production and development work. In this hands-on role, the operator sets up and runs CNC mills and lathes, selects and installs tooling, verifies part quality, and keeps jobs moving efficiently through the shop. They work closely with engineering to interpret drawings, understand tolerances, and provide feedback that improves manufacturability.

The Ideal Candidate:

This position is ideal for someone who takes pride in craftsmanship, enjoys solving day-to-day machining challenges, and is comfortable working in a fast-paced, team-oriented environment. Beyond machining, the operator contributes to general shop upkeep, fixture building, and other tasks that keep operations running smoothly. This is a role for someone who is skilled, reliable, and eager to be part of a growing, collaborative team.



What You Will Do

- **Machine Setup and Programming:** Configuring CNC machines, inputting product designs, and programming the computer to execute precise operations
- **Operation and Monitoring:** Loading raw materials, supervising the machine during production, and performing single-step procedures or full CNC cycles
- **Quality Control:** Inspecting finished products, measuring components, and ensuring adherence to specifications and blueprints
- **Maintenance:** Performing routine maintenance, troubleshooting minor issues, and reporting significant malfunctions
- **Safety Compliance:** Following safety protocols, wearing protective equipment, and maintaining a clean and safe work environment

Qualifications

- 3-5 years of machining experience with CNC mills and lathes.
 - Must be comfortable setting up, operating and adjusting multi-axis machines.
 - Experience holding tight tolerances (± 0.001 ")
 - Proven ability to run multiple machine or jobs
- Strong ability to read engineering drawings, understand tolerances, surface finishes, datums, and geometric dimensioning & tolerancing.
- Able to lift/move up to 50 lbs and work on feet for extended periods; comfortable with ladders, crouching, and similar physical tasks
- Clear communicator with strong time management skills
- Demonstrated commitment to personal and team safety
- Collaborative, team-oriented mindset

Bonus Qualifications

- Prior start-up company experience is a plus, but not required.

C-Motive is committed to equitable compensation and we offer a generous benefits package to make sure you have the support you need. We offer a take-what-you-need paid time off program and every employee, regardless of gender identity or expression, is eligible for paid parental bonding leave. We have implemented a 401k program and all employees are granted stock options with typical vesting periods. We are committed to creating an inclusive environment for all our employees and are seeking to build a team that reflects the diversity of the people we hope to serve with our revolutionary products. C-Motive is proud to be an equal opportunity employer.

To learn more about C-Motive, our team, and our company culture, please visit: c-motive.com/about/mission-vision-and-values