

Machinist

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.



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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.

This role sits within our operations team and supports both production and R&D. You'll work closely with engineering to ensure parts are manufacturable and efficient to produce, and you'll partner with management on scheduling and tooling or equipment needs. As a startup, we value teammates who jump in wherever needed—from machining precision parts to fabricating test fixtures and assembly tools—to keep the shop running smoothly.

The Ideal Candidate:

You thrive in a hands-on, team-oriented environment and take pride in doing high-quality work—whether it's a complex setup or a small task that keeps the shop moving. You're curious, adaptable, and eager to learn new techniques. You enjoy solving day-to-day challenges, think on your feet, and are motivated by contributing to meaningful progress every single day.

What You Will Do



- Perform a range of machining tasks for development parts, production parts, and test fixtures
- Collaborate with Engineering on efficient, manufacturable part designs
- Work with Production and Quality to establish inspection methods and quality checks
- Meet accuracy and operational standards while minimizing waste and caring for equipment and facilities
- Follow all required safety procedures and use appropriate PPE
- Write clear process instructions and documentation
- Perform preventive maintenance and basic repairs on machine tools and assembly equipment; maintain accurate records

Qualifications

- 5+ years of machining experience with the full variety of machine shop equipment (CNC mills/lathes, power tools, 3D printers, etc.): skilled in setup, tool selection, holding tight tolerances (± 0.001 "), programming, fixturing, etc.
- Ability to read and interpret engineering drawings – GD&T, tolerances, datums, surface finish requirements, etc.
- 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

- Shop scheduling experience is a plus but not required
- 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