



CNC Lathe Setter/Operator

Candidate Brief

AESSEAL plc, Mill Close, Rotherham, S60 1BZ

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ENVIRONMENTAL TECHNOLOGY

AESSEAL® overview



AESSEAL® is part of the AES Engineering Ltd Group, a global engineering and reliability company with sales exceeding £265 million. We specialise in the design and manufacture of mechanical seals and seal support systems. Our innovative products are designed to minimise environmental impact, helping to combat climate change.

At AESSEAL®, we take pride not only in our exceptional business reputation but also in our commitment to exceeding social responsibilities. We have a strong track record of developing talent within the organisation, providing apprentices and employees with opportunities to grow, take on additional responsibilities, and advance into management roles.

View our day in the life videos:

We actively encourage employee involvement in impactful initiatives, such as collaborating with schools to inspire the next generation of engineers and entrepreneurs, sponsoring GUTS events, and achieving global Net Zero. AESSEAL® is also a recipient of 15 Queen's Awards, plus numerous ISO certifications. The business has a track record of achieving year-on-year sales and profit growth and has invested millions of pounds in facilities and machinery which contribute to making AESSEAL® a unique place to work.



Our core values

Our Purpose is to give our customers such exceptional service that they need never consider alternative sources of supply.

- We pursue excellence in order to continuously improve.
- We promote, embrace and manage change.
- We champion honesty and fairness.
- We are committed to protecting the environment.
- We create an environment where we are happy at work.

Our vision is to become the leading global reliability business, delivering solutions to help industries save water, energy, cut pollution, and create a better world.

Our focus - to us, the customer really is king. It is our focus on customer service and quality that has seen us grow year on year since we were established in 1979. Today we have 66 trading entities operating from 161 locations in over 104 countries, and employ a global network of sales engineers and technical support specialists.

C. J. Rea, Managing Director



The benefits



At AESSEAL®, we recruit and develop the most talented individuals, whether that's in engineering, sales, service, or support roles.

Our focus - to us, the customer really is king. It is our focus on customer service and quality that has seen us grow year on year since we were established in 1979. Today, we have 230 locations worldwide, supplying customers in 104 countries, and employ a global network of sales engineers and technical support specialists.

Working collaboratively across our global operation, we are one 'family' community, where teamwork is encouraged and clarity, mutual respect, and understanding are key. If you would like to find out more about our current vacancies and apprenticeship schemes, please navigate using the careers menu.

What are the benefits to working for AESSEAL®?

- Pension Scheme including Salary Sacrifice
- Aspire to Retire Scheme
- Life Assurance
- Length of Service Scheme (5 years, 10 years, 15 years, 20 years, 25 years, 30 years and 35 years)
- Mindful Employer – Supporting Mental Health
- Cycle2Work Scheme
- EV Car Scheme – partnered with Octopus Energy
- BenefitHub – exclusive discounts, rewards and cashback
- STAR Awards - £250 Amazon Voucher
- Sporting Tickets
- Westfield Health cover at discounted rates
- Help@Hand – Employee Wellbeing and Mental Health
- AES Tree Walk
- Free On-Site Parking and EV Charging Facilities



As a CNC Lathe Setter/Operator within our Bradford manufacturing facility, this role is both technically demanding and essential to the delivery of our customer promise. Alongside machining high precision components, the role contributes to the wider production function by ensuring parts are manufactured safely, accurately, and in line with engineering drawings and company standards.

The CNC Setter/Operator is responsible for setting and operating CNC lathes (and milling machines where required), verifying programs, carrying out in process inspection, and maintaining a clean, safe working area. They must be able to work confidently both independently and as part of a team, while remaining proactive, diligent, and detail orientated in their approach.

The role requires the ability to adapt to new technologies, support continuous improvement, and contribute to a world class manufacturing environment—helping ensure that every component produced meets AESSEAL’s exacting quality expectations.

Job Dimensions

Current shift patterns in operation within our Bradford workshop are:

Pattern A: 5-Day Shift - Early / Late

Mon to Fri - 6am to 2pm / 2pm to 10am

Pattern E: 3-Day Weekend Shift - Days

Fri to Sun - 6am to 6pm

Pattern G: 4-Day Shift - Nights

Mon to Wed - 8pm to 6am

CNC Lathe Setter / Operator Role

Job Title: CNC Lathe Setter/Operator

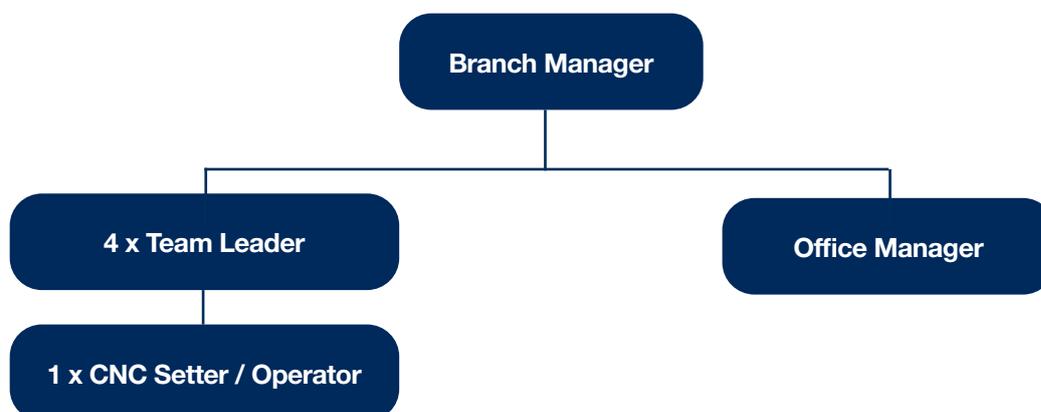
Department: Bradford Workshop

Location: Unit 2, Venlo Industrial Estate, Knowles Street, Bradfords, BD4

Organisation: AESSEAL plc

Reports to: Workshop Manager

Organisational Chart



- A.** To manufacture components to AESSEAL drawings in stainless 316L and exotic materials
- B.** Work to tight deadlines in a pressurised working environment to fulfil our corporate promise of exceptional customer service.
- C.** Verifying and editing CAM programmes in order to ensure components are manufactured to the desired quality and efficiency standards.
- D.** Interpret complex engineering drawings
- E.** Perform quality checks as per AESSEAL procedures using measuring equipment and/or CMM
- F.** Strictly adhere to safe working practices and highlight any potential hazards to relevant team leaders.
- G.** Maintain a clean work area.

N.B This list is not exhaustive, the job holder is required to carry out reasonable tasks within their level of skill and ability.



Skills, knowledge and experience



Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none">NVQ level 2 (or equivalent) or above in engineering/ manufacturing	
Skills & Knowledge	<ul style="list-style-type: none">Knowledge of engineering drawingsExperience of using manual measuring equipment	<ul style="list-style-type: none">Experience of a CMM
Experience	<ul style="list-style-type: none">Previous experience of working in an engineering environmentPrevious experience of setting and operating CNC lathes	<ul style="list-style-type: none">Experience on Fanuc control machines
Character	<ul style="list-style-type: none">Desire to provide exceptional customer service.Eager to assist in the continuous improvement of the organisationAbility to promote, embrace and manage changeContribute to a happy working environmentEffective communicator	

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