

Welder job description

Updated October 17, 2026. Written and reviewed by the HRTally Research Team. Replace everything in [brackets].

Details

- Department: [Department]
- Reports to: [Manager title]
- Location: [City, State, or remote]
- Employment type: [Full-time, part-time, or seasonal]
- FLSA status: Nonexempt
- Pay range: [\$X to \$Y per hour]

About [Company]

[Two or three sentences about what your company does, who it serves, and why people like working here.]

Job summary

We're hiring a welder to produce strong, clean welds on [product or project] using [processes] to our quality standards and code requirements.

What you'll do

- Read blueprints and welding symbols to plan work.
- Set up and operate welding equipment for [MIG, TIG, stick, or flux core] processes.
- Weld parts in [flat, horizontal, vertical, and overhead] positions.
- Cut, grind, and fit metal parts before welding.
- Inspect welds for quality and fix defects.
- Maintain welding equipment and the work area.
- Follow safety rules for fumes, sparks, and hot work.
- Complete production and quality records.

What you'll need

- [Two] or more years of welding experience in [process].
- Ability to pass a weld test to [AWS D1.1 or other code].
- Ability to read blueprints and use measuring tools.
- Ability to lift up to 50 pounds and work in hot conditions.

Nice to have

- AWS Certified Welder credential.
- Fabrication or fitting experience.
- Pipe welding experience.

Skills

Welding technique, Blueprint reading, Metal fitting, Quality inspection, Safety, Precision.

Physical demands and work environment

Fabrication shop or field site. Exposure to heat, noise, bright light, and fumes, with protective equipment provided. Requires standing, kneeling, and working in awkward positions.

Pay and benefits

[\$X to \$Y per hour], based on experience and location. [List benefits, such as health insurance, retirement plan match, paid time off, and training.]

Equal opportunity

[Company] is an equal opportunity employer. We consider all qualified applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic information, veteran status, or any other status protected by law. If you need a reasonable accommodation to apply or interview, contact [name] at [email or phone].

Hiring notes for HR and the hiring manager

Pay data

- Median hourly wage: \$25.84 (BLS OEWS, May 2025, SOC 51-4121, Welders, cutters, solderers, and brazers).
- Median annual equivalent: \$53,750 (hourly median x 2,080 hours).
- Mean annual wage: \$56,760.
- Check state and metro data at bls.gov/oes before setting your range, and include the range in postings where the law requires it.

Exempt status and legal notes

FLSA status: Nonexempt (overtime eligible). Duties and pay decide overtime eligibility, not the job title.

OSHA's welding, cutting, and brazing standards (29 CFR 1910 Subpart Q) cover fire prevention, ventilation, and eye protection, and exposure limits apply to fumes such as hexavalent chromium when welding stainless steel. Respirators require a written respiratory protection program, medical evaluation, and fit testing. Welders under 18 face limits on some hazardous work under federal child labor rules.

How to customize it

- Name the processes and positions.
- Say what weld test you give and to which code.
- List shift, pay, and overtime.
- Mention the protective equipment you provide.

Interview questions

1. Which welding processes are you strongest in?
2. How do you prevent porosity in a weld?
3. Walk me through setting up for a vertical weld.
4. What do you do when a print doesn't make sense?

Before you post

- Separate required from preferred. Required means you won't hire without it. Everything else is preferred. Long required lists screen out qualified people.
- Describe physical demands and environment. Lifting, standing, shifts, travel, noise, temperature. This sets honest expectations and supports an ADA essential functions record.

- State the pay range. Required in a growing list of states and cities, and expected by candidates everywhere else.
- Say exempt or nonexempt. Decide based on duties and salary before you post, and keep the classification consistent with how you pay.
- Name required licenses and checks. Licenses, certifications, background checks, drug tests, and driving record reviews, with the timing of each.
- Add the accommodation and EEO statement. Tell candidates how to request a reasonable accommodation, and include your equal opportunity statement.

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