

ARGONAUT

Job Title:	Finish Dept Lead	Position Type	Lead/Supervisor
Department/Group:	Production/Finishing	Compensation	Hourly, based on experience.
Location:	2777 NW Lolo Drive, Bend, OR	Benefits:	Healthcare, Retirement, Flexible PTO
HR Contact:	Lori Thomason	Immediate Supervisor	Wade Beauchamp
Contact			
wade@argonautcycles.com		Phone: (458)206-7300	
Job Description			

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This role is both hands-on and leadership-focused—you'll paint, direct, and continuously improve our finishing process to deliver the best finish quality in the industry.

Key Responsibilities

- Lead and manage the Paint Department to meet production and quality goals.
- Schedule, coordinate, and oversee all finish operations: sanding, prep, priming, painting, and buffing.
- Order and maintain paint materials and inventory.
- Train and mentor technicians; develop and refine methods for efficiency and consistency.
- Collaborate with customers to develop paint schemes, using **Adobe Illustrator** to create visual mockups and proofs for approval.
Drive continuous improvement in finish quality, processes, and equipment.
- Work closely with the Operations Manager on strategies to improve throughput and results.
- Maintain records and updates in company software systems.
- Uphold and model **Argonaut Cycles Core Values** every day.
Perform other duties as assigned.

Skills/Qualifications:

- **5+ years** of custom or production painting experience (automotive, bicycle, or related industry).
- Proven leadership or supervisory experience in a small production team.
- Proficiency with **Adobe Illustrator** (required) for color and layout visualization.
- Expert knowledge of surface prep, masking, application, and finish techniques.
- Exceptional eye for color, detail, and quality.
- Strong communication and organization skills.
- Ability to manage multiple projects under tight deadlines.
Collaborative, creative, and self-motivated.
Willingness to work extra hours when needed to meet production goals.

Reviewed By:	Wade Beauchamp	Date:	10/13/25
Approved By:	Ben Farver	Date:	10/13/25

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Last Updated By:	Wade Beauchamp	Date/Time:	10/20/25
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