November 2026

Intermediate CNC Programmer - Carving

Location: Unit 5, 131 Park Road, Miramar, Wellington
Type: Full-time, Permanent
Salary: $72,000 – $85,000

About the role

This role is for a capable CNC programmer and operator who is ready to go deeper. You'll run our machines independently and programme most of our day-to-day CNC work, while developing a specialism in CNC carving - the toolpath design behind relief carving, sculptural surfaces, letterforms and engraving in timber, stone and other materials.
Much of our carving work is public art and cultural work, made in partnership with Māori artists, carvers and mana whenua. In that work, the CNC is a tool in service of the artist's design and the people it belongs to. So alongside technical skill, this role asks you to build real cultural competency: understanding tikanga, respecting cultural and intellectual property, and working in a way that upholds the mana of the taonga we help make.
Our CNC work spans four large routers - including a 4-axis machine - and a small 3-axis CNC mill. You'll work closely with our Senior CNC Designer, who will support your growth into more complex multi-axis and design work.

What you'll be doing

CNC Carving

- Develop toolpath strategies for carving: 3D relief and sculptural surfaces, V-carved letterforms, engraving, and stone carving
- Choose roughing and finishing strategies, stepovers, scallop heights and cutters (including tapered ball-nose and V-bits) to balance surface quality, detail and machine time
- Translate an artist's drawings, digital models or 3D scans into machinable geometry, and understand where the CNC should stop and hand-finishing should begin
- Run test cuts and samples for artist and client review, and refine toolpaths based on how the carving reads - depth, light, shadow and tool marks

CAM & Programming

- Independently programme 2D and 3-axis jobs in Autodesk Fusion (Manufacturing extension), from simple sheet work to complex 3D surfacing
- Begin programming our 4-axis CNC router under the guidance of the Senior CNC Designer
- Prepare models for machining - repairing meshes and scans, splitting large pieces into machinable sections, and planning fixturing
- Select tooling, speeds and feeds, and refine strategies to improve quality and reduce cycle times

Cultural Competency

- Work respectfully with Māori artists, carvers, iwi and mana whenua on taonga and culturally significant projects
- Understand and follow the tikanga set for each project - such as karakia at key milestones and the appropriate handling of taonga in the workshop and on site
- Respect cultural and intellectual property: designs and kōrero belong to the artist and the people they come from, not to us, and are handled with care
- Use te reo Māori correctly in project names, place names and conversation, and build your understanding of te ao Māori as it relates to our work
- Take part in cultural learning - such as te reo Māori and tikanga training - supported by Human Dynamo Workshop

Machine Operation & Quality

- Own the setup and running of your jobs across our routers and mill, including challenging fixturing and large or irregular materials
- Take ownership of cut quality - know what good looks like and diagnose and fix it when it isn't
- Manage material handling and safe machine operation, and help keep machines well maintained

Team & Development

- Manage your own time and priorities on jobs, and communicate clearly with the production team, artists and clients
- Support and coach Junior CNC Technicians, checking their toolpaths and passing on what you know
- Contribute to process improvements - templates, tool libraries and smarter workflows

Who we’re looking for

You're already a confident CNC operator and programmer, and you're ready to build specialist depth. You care about form and surface as much as accuracy, and you understand that cultural work carries responsibilities beyond the technical.
You'll need:

- Around two or more years of hands-on experience programming and operating CNC routers and/or mills
- Confident Autodesk Fusion CAM skills for 2D and 3-axis work, and the ability to work from 3D models
- A solid understanding of tooling, speeds and feeds across a range of materials
- An eye for form, detail and surface finish
- Respect for, and a genuine interest in, te ao Māori, and a commitment to growing your cultural competency
- Good communication skills - you'll work closely with artists, clients and the production team

It's a bonus if you have:

- Experience toolpathing carvings, reliefs, sculptural surfaces or engraving
- Experience with stone engraving or carving
- Experience with 4-axis CNC toolpathing
- Skills in Rhino, mesh-editing or sculpting software, or 3D scanning
- Knowledge of te reo Māori, tikanga, or toi Māori and whakairo practice
- A background in Industrial Design, Engineering, Fine Arts, or a related qualification (or equivalent practical experience)

Where this role leads

This role builds on our Junior CNC Technician role and leads to our Senior CNC Designer & Programmer role. Growing towards Senior means taking projects from brief through to a fully resolved 3D model, leading 4-axis and multi-axis work, working directly with clients on design, and developing the technical skills of others in the workshop.

About Human Dynamo Workshop

Human Dynamo Workshop is a bespoke manufacturing and design studio that makes complex, high-quality physical things. We work on everything from architectural installations and public art to fabricated components, props, furniture, and objects that don't have a category. Our team is made up of skilled makers, designers, and technologists who take quality seriously and approach problems creatively.
We believe creative individuals do their best work when they're trusted, valued for their whole selves, and surrounded by people who care about what they make. We don't say no - we find solutions.

What we offer

- $72,000 – $85,000 salary, depending on experience
- Mentoring from our Senior CNC Designer, and support to grow into multi-axis and design work
- Supported cultural learning, including te reo Māori and tikanga
- Meaningful public art and cultural projects alongside respected artists
- A modern workshop with serious machines and a team that knows how to use them
- A culture that values craftsmanship, creative thinking, and individual expression
- Full use of the workshop for personal projects (non-commercial)

How to Apply

Send your CV and a brief note about your CNC experience - and any carving or cultural work you've been part of - to hello@humandynamo.co.nz. We'd love to see examples of your work - toolpaths, carvings, finished parts, or projects you're proud of.

Human Dynamo Workshop is an equal opportunity employer. We welcome applications from people of all backgrounds.