November 2026

Junior CNC Technician

Location: Unit 5, 131 Park Road, Miramar, Wellington
Type: Full-time, Permanent
Salary: $60,000 – $67,000

About the role

This is a hands-on, entry-level role at the heart of our CNC workshop. Your focus is on making things: building toolpaths from the designs our team hands you, setting up the machines, and running jobs through to clean, accurate finished parts.
Our CNC work spans four large routers - including a 4-axis machine - and a small 3-axis CNC mill, cutting everything from sheet goods and timber to foam, plastics and aluminium. No two jobs are alike, so you'll learn fast. You'll work alongside our Senior CNC Designer and production team, who will train you, check your work, and give you more independence as your skills grow.
If you love machines, enjoy problem-solving with your hands, and want to build a career in digital fabrication, this role is the starting point.

What you'll be doing

CAM & Toolpathing

- Build toolpaths in Autodesk Fusion (Manufacturing) from 2D vectors and 3D models prepared by our designers - profiles, pockets, drilling, engraving and 3-axis surfacing
- Nest sheet parts efficiently, add tabs and lead-ins, and simulate and post-process programmes ready for the machine
- Have your toolpaths checked by a senior team member, learning the reasoning behind each strategy until you can programme standard jobs on your own
- Make simple CAD fixes for manufacture - cleaning up vectors, offsetting for tool diameter, and preparing geometry so it cuts well

Machine Operation

- Set up and run our CNC routers: loading material, workholding and vacuum hold-down, tool changes, setting work zeros, and surfacing spoilboards
- Monitor jobs while they run, recognise when something sounds, looks or smells wrong, and stop and ask before it becomes a problem
- Check finished parts against drawings using callipers, rules and gauges
- Carry out routine machine care - cleaning, dust extraction, lubrication and reporting faults

Tooling & Materials

- Learn how cutter type, speeds and feeds, and cutting strategy affect quality in different materials

- Help maintain our Fusion tool library, tool stock and tool holders
- Build your own knowledge of how timber, MDF, plywood, foam, plastics, composites and aluminium behave under the cutter

Workshop & Team

- De-tab, sand, deburr, label and organise cut parts so they're ready for the next stage of production
- Lend a hand across the wider workshop - assembly, finishing and installs - as projects need
- Follow safe work practices and take responsibility for keeping the CNC area clean, organised and safe
- Manage your time on the jobs you're given and keep the production team updated on progress

Who we’re looking for

We're looking for someone with a machinist's curiosity and a maker's care. You don't need years of experience - we'll teach you - but you do need to want to learn, ask good questions, and take pride in getting it right.
You'll need:

- Digitally confident with basic familiarity of CAD software (Autodesk Fusion, Rhino, VCarve, Illustrator or similar)
- Strong mechanical aptitude and comfort with measuring tools and workshop equipment
- Care and accuracy - you check your work before you run it
- A safety-first mindset around machines, tooling and materials
- Reliability, good communication, and the ability to take feedback and act on it

It's a bonus if you have:

- Some hands-on exposure to CNC machines, through study, a trade, a makerspace or your own projects
- A relevant qualification or study - for example in manufacturing or mechanical engineering, joinery, industrial design, or a related field
- Experience with Autodesk Fusion's Manufacturing workspace
- Experience with other digital fabrication tools such as laser cutters or 3D printers
- Experience with a range of materials, or general fabrication skills in wood or metal

Where this role leads

This role is the first step on our CNC pathway. Over your first one to two years we'll expect you to grow into running standard jobs end-to-end without supervision, programming 2D and 3-axis toolpaths independently, and owning cut quality on your own jobs. From there, the next step is our Intermediate CNC Programmer role, which adds CNC carving, cultural competency and more design responsibility, and ultimately our Senior CNC Designer & Programmer role.

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 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

- $60,000 – $67,000 salary, depending on experience
- Structured on-the-job training and mentoring from experienced CNC designers and makers
- A clear progression pathway to Intermediate and Senior CNC roles
- A modern workshop with serious machines and a team that knows how to use them
- Work that's varied and technically demanding - every week is different
- 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 why you're interested in CNC and what you've made to hello@humandynamo.co.nz. We'd love to see examples of your work - study projects, toolpaths, things you've built, or anything you're proud of.

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