

FINDING

Work at ...

Informing
Attracting
Developing
Retaining



I-XL INDUSTRIES LTD.

COMPANY BACKGROUND

I-XL Industries Ltd. manufactures and distributes clay brick and masonry supplies. The company produces the largest selection of sizes, textures, and colours of clay brick in Canada. Products are sent across Canada and the United States. There are approximately 100 employees working at the Medicine Hat plant. To learn more about the company, visit www.ixlbrick.com.

TYPES & NATURE OF WORK

There are 5 different areas of employment at I-XL Industries:

1. Manufacturing

There are different jobs in this area. They include entry-level factory labourers and assembly line workers. There are 10 different types of machine operators including robotic machine operators. In addition, there are kiln operators who run the kilns to fire the bricks. The kilns run 24 hours a day, 7 days a week.

2. Maintenance

Workers in this area look after all aspects of maintenance of the plant and office. Jobs include electricians, heavy duty mechanics, welders, machinists, and millwrights. These people generally work as a team to repair or maintain equipment.

3. Mining

I-XL Industries mines its own clays at open pit mining sites in different locations. It transports and stockpiles the clays at I-XL plants. All trucking of the raw materials is contracted out. The mining area employees 3 full-time individuals. They mine the raw materials from sites during the spring to fall months. During winter months, they assist the maintenance crew at the plant.

4. Laboratory and quality control

This area typically employs one individual to work on quality control and product formulas.

5. Accounting/General Administration

Employment in this area includes different types of work. Positions include payroll administrators, administrative assistants, and accounting clerks. Inventory control/costing administrators and customer service assistants also work in this area.

Employment in the first 3 areas is in a unionized environment. Employment in the last two is non-unionized.



Ideal Candidate Qualifications

For the plant/factory area:

- Completion of Grade 12 preferred but not mandatory.
- Like to have as much education as possible so that advancement is possible.
- Previous factory experience as general labour preferred.
- Capable of physical labour.

For general office area:

- Completion of Grade 12 required.
- Additional post-secondary education related to different positions is preferred.

For all positions, employees must be:

- Able to work on a team or independently as required.
- Dependable with a positive attitude to work.
- Willing to learn.



TRAINING OPPORTUNITIES

On the job training is provided by the company. There is specific training for the more specialized operator positions.

I-XL Industries provides training support for employees. Employees can continue their job-related education at local institutions. They can also use distance learning or attend training seminars. The company pays for half of the training cost up front. The remaining half is paid when the employee successfully completes the course.



HOW TO APPLY

For individuals applying for factory positions, a company application form is available at the main office. For individuals applying for office-related positions, applicants should provide a professional resume.

Preference is for individuals to apply in person. They can also apply by mail, email, or fax. The hiring process involves reviewing applications, conducting interviews, and selecting the desired employee.

HOURS, PAY, BENEFITS

Employment is generally year-round. There may be opportunities for regular factory overtime depending upon production demands and schedules.

Shift work in the factory area is required. The company operates two shifts: days (7:00 a.m. – 3:30 p.m.) and afternoons (3:30 p.m. to 12:00 midnight) during the week. Only the kiln operators are required to work weekend and holiday shifts. The office staff work regular weekdays from 8:00 a.m. – 4:30 p.m.

A benefits package is available. Employees must successfully complete a 3-month probation period to qualify.

CONTACT INFORMATION

Applicants can contact the company as follows:

Human Resources Department
I-XL Industries Ltd.
612 Porcelain Ave. SE
Medicine Hat, AB T1A 8S4

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Fax: (403) 502-1460

Email: i-xl@ixlgroup.com

Website: www.ixlbrick.com