

Specialized role: Sewing Operation Specialist 2

List 2 skills a CM **must** have to be hired into your job:

- Sewing skills and knowledge of various industrial sewing machines necessary to pass the basic sewing test that is standard for all areas of costuming
- Ability to work in a fast paced environment on an industrial level autonomously through the use of spec sheets, patterns, verbal instruction and have flexibility to alter garments based on visual assessments

List 5 other skills or experience that a CM in your job should have:

- Extensive knowledge on garment construction and alteration to be applied to a wide variety of costume garments (gowns, suits, spats, pants, corsets, bodices, body pads, fur suits, hats, accessories, dresses, etc.) and being able to demonstrate this knowledge on a daily basis
- Knowing how to work with a multitude of materials and how to combine them for a single garment. Having the ability to differentiate and work with a wide variety of textures, grains, stiffness, softness, hardness, sheen, piles, etc. in order to achieve the desired results of the finished garment
- Communication skills and knowing how to work in a team base structure with a multitude of people with different backgrounds, languages and personalities
- Basic tailoring skills for garment alteration (Hemming pants/trousers, changing pants to trousers, taking in or letting out, sizing up and sizing down garments, changing zippers, fixing buttons and shanks, fixing buttonholes, fixing rips and tears, etc.)
- The ability to sew under pressure with a fast turnover rate under tight deadlines

List hardware, software, machinery and tools a CM in your job would/could use:

- Industrial sewing machine (Juki)
- Bar tack
- Industrial overlock machine (3,4, and 5 thread)
- Snap machine
- Zig zag machine
- Button hole machine
- Shank machine
- Blindhem machine (Yamato, Rex, US)
- Coverstitch machine
- Walking foot machine
- Industrial irons, press iron

- Eyelet dies and press
- Pants cut table
- Chickadee hand cutter
- Variety of hand needles (J needle, C needle, embroidery needle, beading needle, leather needle, darning needle, doll needle, millinery needle, etc.)
- Marrow machine
- Leather machine

List the tasks and duties you perform:

- Correctly identifying garments and accurately labeling them with RFID and garment labels in a timely manner
- Reading and understanding manuscript on garment construction and following spec sheets and garment specification in order to correctly perform an alteration
- Quick overturn of altering garment pieces (timed process in certain locations, all seamstresses must be able to complete x number of garments within a set duration of time and maintain/improve this rate)
- Professionally cutting, overlocking, and hemming skirts, dresses, shirt sleeves, pants, and trousers using a variety of machines (cut machine, chickadee, industrial overlock, blindhem, straight stitch machine, coverstitch machine)
- Performing a wide variety of alterations for show costumes (costumes from Disney Cruise Line for the Vista East workroom) such as hemming, adjusting sleeve/trouser length, letting out or taking in garments such as suits, trousers, bodices, dresses, gowns, etc., fixing/mending holes, fixing appliques, beading, combing out fur, changing out elastics and Velcro, and interpreting alteration tags and fitter requests or working off of a measurements chart.
- Following instructions (verbal, visual, or written) accurately
- Having the knowledge to assess and accurately interpret written alteration tags and knowing how to properly do the alteration without having been in the fittings nor seen the actor or full costumes
- Knowledge on a wide variety of hand sewing techniques: swing tack, cross hatch, ladder stitch, basting, darning, mending, buttonhole stitch, etc.
- Using a large variety of notions on a daily basis and knowing the Disney equivalent: whopper poppers, zipper, snaps (knowing how to differentiate snap sizes visually), buttons, shanks, hooks, eyes, eyelets, skirt vs pant hooks, Pavarotti hooks, etc. Knowing in what situations and for what purpose to use all these notions in order to better close the garment

List any certificates or training that a CM in your job must be current in:

- Any and all classes on D-Learn offered by Disney
- Training to be in a specific workroom (each workroom has different types of workload and seamstresses must be individually trained for each different one in order to use the equipment and do the work)
- Promotion into this role requires a tested skills assessment as well as a Cross U of 6 weeks to determine if the cast member has the skills and abilities to learn or take on this role

List any personal or social skills (“soft skills”) a CM in your job should have to be proficient and effective:

- Communication skills and relaying information in a way that the cast member can understand, especially through the use of body language or a second language (many cast members in costuming do not speak English as a first language and must rely on translation through spoken word or Google translate)
- Being able to work collaboratively with a large team
- Being friendly and personable to be able to work with various personalities on a day to day basis
- Problem solving and creative thinking. Many Disney costumes are not standard costumes and require very progressive thinking to achieve the desired results since Disney has long since been a pioneer of new and more innovative techniques in all areas of entertainment
- Time management (there is an appropriate amount of time each alteration SHOULD take and cast members are constantly monitored to ensure efficiency)
- Flexibility and being able to adapt to any changes in the process, workflow, or new cast members joining the team
- Organizational skills for managing workload to finish pieces efficiently
- Willingness to learn and further educate ourselves and others in new techniques and methods to better improve efficiency as well as bring more skills to the workroom and offer more to clients
- Empathy for fellow cast members and helping to create a good work environment for the overall room

Does your Job Classification require an assessment or secondary interview?

Yes. The job requires the submission of an extensive work resume, voluntary submission of a work portfolio. Once these have been screened and assessed, the next step is to schedule and take a 3 hour sewing test as well as an in person interview. Prior to the recent change in the sewing test, the test had a fairly low passing rate and good portion of candidates do not pass the first time and require at least 2 chances in order to pass. Not passing the test is an automatic rejection from the position, cast MUST pass the test in order to qualify for this role. OPS 3 cast members who were promoted internally to this role must sign up and pass a 6 week CROSS U, requiring the cast member to go to a new workroom and learning the work. They are given tasks of varying difficulty and assessed based on how well they do the work, the adaptability to changes in situations, knowing how to rationally act while under stress and

pressure, keeping a good attitude when in a harsh situation, ability to take criticism and enact change to their techniques. Each task they are given should fall under a list of techniques and skills the cast members in this role are able to easily do or learn, and by the end of the 6 weeks, the manager of the work location will either pass or fail the cast member. Those who pass are then able to be promoted to the OPS 2 role.