



Sandblaster

Join a Growing Team with Unlimited Opportunity

Advantage Fleet is a rapidly growing heavy duty truck repair, fleet maintenance, towing, upfitting, specialty vehicle, collision repair, and refinishing company serving customers throughout Michigan. As our business continues to expand, we are looking to add a dependable and safety focused **Sandblaster** to our team.

This position is responsible for preparing trucks, trailers, equipment, components, and other surfaces for refinishing and repair by removing rust, paint, grease, corrosion, dirt, and other contaminants using abrasive blasting equipment.

Sandblasting is a physically demanding position that requires attention to detail, proper equipment operation, and a strong commitment to safety.

If you take pride in hands on work, enjoy seeing equipment transformed through proper preparation, and want to be part of a growing company, we want to hear from you.

What You'll Do

Abrasive Blasting

- Operate abrasive blasting equipment to remove rust, corrosion, paint, grease, tar, dirt, coatings, and other contaminants
- Blast truck, trailer, equipment, chassis, frame, and component surfaces as assigned
- Control blasting pressure, distance, angle, and abrasive flow to achieve the desired surface condition
- Adjust blasting techniques based on the material and condition of the surface
- Prevent unnecessary damage to surrounding components or surfaces
- Monitor abrasive levels and maintain an adequate supply of blasting material
- Load sand, grit, or other approved abrasive materials into blasting equipment
- Inspect surfaces throughout the blasting process to ensure proper preparation
- Complete assigned work efficiently while maintaining quality and safety standards

Surface Preparation

- Inspect components and surfaces before beginning work
- Identify areas requiring additional preparation or protection
- Mask and protect areas that should not be blasted
- Apply tape, masking film, rubber coverings, plugs, or other protective materials as necessary
- Remove loose debris, grease, or other materials before blasting when required
- Prepare surfaces according to paint shop, repair, or production requirements



- Ensure blasted surfaces are properly cleaned and ready for the next stage of the refinishing process
- Communicate surface damage, excessive corrosion, or additional concerns to supervisors when identified

Equipment Setup and Operation

- Set up blasting equipment before beginning assigned work
- Move hoses, blasting equipment, parts, and materials into appropriate work areas
- Inspect hoses, nozzles, fittings, valves, and other components before operation
- Verify equipment is operating properly before blasting begins
- Safely start, stop, and adjust blasting equipment
- Follow manufacturer instructions and company operating procedures
- Properly secure equipment and materials before use
- Report damaged, malfunctioning, or unsafe equipment immediately
- Assist with equipment breakdown and storage after work is completed

Equipment Maintenance

- Maintain blasting equipment in clean and serviceable condition
- Inspect and clean blasting nozzles
- Replace worn nozzles and other consumable components when necessary
- Inspect hoses, fittings, couplers, and related equipment for wear or damage
- Perform basic maintenance within employee training and capability
- Help prevent equipment failure through routine inspection and proper care
- Keep equipment storage areas clean and organized
- Report maintenance needs to management promptly

Paint Shop and Production Support

- Prepare parts, trucks, trailers, and equipment for the paint and refinishing departments
- Move blasted components to designated production or staging areas
- Assist with cleaning parts after blasting
- Help remove remaining dust and abrasive material before refinishing
- Assist with general labor and production needs when blasting work is not scheduled
- Support other departments when necessary
- Work closely with painters, body technicians, fabricators, and supervisors to keep projects moving
- Communicate delays, material needs, or production concerns promptly

Quality Control

- Inspect blasted surfaces for remaining rust, paint, corrosion, grease, or other contaminants
- Ensure the appropriate surface profile is achieved for the assigned project
- Identify areas requiring additional blasting



- Avoid excessive blasting that could damage or distort materials
- Confirm completed work meets department expectations before releasing parts or equipment
- Maintain consistent quality across large surfaces and complex components
- Take responsibility for the quality and completeness of assigned work

Safety Responsibilities

Safety is a critical responsibility of this position due to the equipment, abrasive materials, dust, noise, and physical conditions associated with sandblasting.

Employees are expected to:

- Follow all Advantage Fleet safety policies and procedures
- Follow applicable OSHA requirements and established company safety practices
- Wear all required personal protective equipment, PPE
- Use approved respiratory protection when required
- Wear appropriate head protection, hearing protection, eye protection, gloves, protective clothing, and safety toe footwear
- Inspect PPE before use
- Maintain awareness of coworkers and surrounding work areas while blasting
- Control blasting direction and pressure to prevent injury or equipment damage
- Maintain proper ventilation and dust control procedures
- Keep unauthorized personnel away from active blasting areas
- Report unsafe conditions immediately
- Follow proper procedures when handling abrasive materials
- Maintain a clean and orderly work environment to reduce trip, slip, and equipment hazards
- Never sacrifice safety to complete a job faster

Work Area Responsibilities

- Maintain blasting areas in a clean and organized condition
- Remove accumulated abrasive material and debris
- Keep hoses and equipment positioned to reduce trip hazards
- Sweep, shovel, vacuum, or otherwise clean work areas as necessary
- Properly dispose of used abrasive materials and debris according to company procedures
- Maintain clear access to exits, equipment, and safety devices
- Protect customer equipment and company property
- Help maintain a professional and productive shop environment

What We're Looking For

- Must be 18 years of age or older
- High school diploma or GED equivalent preferred
- Valid driver's license required



- Previous sandblasting, abrasive blasting, industrial preparation, paint preparation, or related experience preferred
- Strong mechanical aptitude
- Ability to safely operate abrasive blasting equipment
- Ability to understand written and verbal instructions
- Ability to read operating manuals, safety procedures, maintenance instructions, and inspection checklists
- Strong attention to detail and commitment to quality
- Ability to complete physically demanding work for extended periods
- Strong organizational and time management skills
- Ability to work efficiently while maintaining safety and quality
- Basic mathematics competency
- Strong communication and interpersonal skills
- Ability to communicate professionally with supervisors and coworkers
- Self motivated and capable of working independently
- Goal oriented and results focused
- Positive attitude and strong work ethic
- Basic computer competency and willingness to learn company software when necessary
- Ability to recognize unsafe conditions and take appropriate action
- Willingness to cross train and assist other departments when necessary
- Flexibility to work additional hours, evenings, or weekends based on business needs

Physical Requirements

This position requires the ability to:

- Stand and walk for extended periods
- Regularly bend, stoop, crouch, kneel, and reach
- Work on uneven surfaces
- Climb and descend ladders when necessary
- Handle blasting hoses and equipment for extended periods
- Lift, carry, push, and pull heavy tools, equipment, and materials
- Move parts and blasting materials as required
- Maintain visual focus and depth perception while performing detailed work
- Work while wearing required protective clothing and respiratory equipment
- Perform repetitive and physically demanding work throughout the workday

Working Conditions

This position is performed in industrial shop, blasting, and production environments and may involve exposure to:

- Abrasive blasting materials
- Dust and airborne contaminants
- High noise levels
- Heavy trucks, trailers, and equipment



- Power equipment and machinery
- Paint, rust, grease, and other surface contaminants
- Hot and cold temperatures
- Outdoor weather conditions when necessary
- Confined or restricted work areas
- Physical vibration and repetitive motion
- Moving equipment and active production operations

Proper PPE, respiratory protection, hearing protection, and safety procedures must be followed at all times.

What Success Looks Like

A successful Sandblaster understands that the quality of the finished paint or repair begins with proper surface preparation.

Paint and coatings cannot perform properly if rust, corrosion, grease, old coatings, or contamination remain on the surface. The Sandblaster plays an important role in creating the proper foundation for the refinishing process.

Success means operating equipment safely, controlling the blasting process carefully, protecting surrounding components, achieving a clean and consistent surface, maintaining equipment properly, and keeping the work area organized.

Quality, productivity, and safety are equally important. The goal is to prepare every surface correctly so the next stage of the repair or refinishing process can be completed efficiently and professionally.

Growth and Development

Advantage Fleet encourages employees to develop their knowledge of abrasive blasting, industrial coatings, paint preparation, commercial vehicle refinishing, fabrication, and heavy duty equipment.

This position provides opportunities to work alongside painters, body technicians, fabricators, and other skilled professionals while developing additional technical abilities.

Employees who demonstrate strong workmanship, dependability, productivity, safety awareness, and a willingness to learn may have opportunities for additional responsibilities and advancement as Advantage Fleet continues to grow.

We encourage employees to establish both professional and personal goals and take advantage of opportunities to expand their knowledge and capabilities.

**Performance Reviews**

Employee performance and progression will be reviewed periodically, with a formal performance review conducted annually. Reviews will evaluate blasting quality, surface preparation, productivity, equipment care, safety performance, organization, attendance, teamwork, professionalism, dependability, technical development, and overall contribution to the department and company.

Employment with Advantage Fleet is at will, meaning either the employee or Advantage Fleet may terminate the employment relationship at any time, with or without cause or notice, subject to applicable law.