



Autobody Technician – Heavy Duty

Join a Growing Team with Unlimited Opportunity

Advantage Fleet is a rapidly growing heavy-duty truck repair, fleet maintenance, towing, upfitting, specialty vehicle, and commercial collision repair company serving customers throughout Michigan. As our Fleet Body Works operation continues to grow, we are looking to add a skilled and motivated **Heavy Duty Autobody Technician** to our team.

This position is responsible for repairing collision damage, restoring vehicle bodies, replacing damaged components, performing structural and cosmetic repairs, and returning heavy-duty trucks, tractors, trailers, and specialty vehicles to a high-quality finished condition.

If you take pride in your craftsmanship, have strong autobody repair skills, and enjoy working on large commercial vehicles and equipment, we want to hear from you.

What You'll Do

Heavy Duty Collision Repair

- Perform collision and body repairs on heavy-duty trucks, semi tractors, trailers, commercial vehicles, and specialty equipment
- Inspect damaged vehicles and identify necessary repairs
- Remove damaged vehicle sections and components using appropriate hand and power tools
- Repair or replace damaged body panels, doors, hoods, bumpers, fenders, floors, side panels, and related components
- Reshape damaged metal using hammers, dollies, pulling equipment, and other body repair tools
- Pull, straighten, and repair damaged body and structural components
- Cut, fit, weld, and install replacement panels and components
- Grind and finish welded areas to achieve proper fit and appearance
- Repair scratches, dents, dings, cracks, holes, and other surface damage
- Perform fiberglass repair and reconstruction when necessary
- Inspect completed repairs for proper alignment, fit, finish, and dimensional accuracy

Body Preparation and Refinishing

- File, grind, sand, and smooth repaired or filled surfaces using hand and power tools
- Apply body fillers and finishing materials as necessary
- Mix polyester resins, fillers, hardeners, and related repair materials according to manufacturer specifications
- Prepare body surfaces for primer and refinishing
- Sand repair areas to achieve the proper surface condition



- Mask windows, trim, adjacent panels, and other areas requiring protection
- Apply primer and related coatings to repaired surfaces
- Perform paint application when required and within the technician's assigned capabilities
- Blend and finish repair areas to produce a professional appearance
- Clean and prepare repaired surfaces before and after refinishing procedures

Structural and Component Repair

- Remove and reinstall body components, trim, accessories, and related equipment as necessary to complete repairs
- Remove interior panels, upholstery, electrical components, seating components, and trim to gain access to damaged areas
- Fit replacement panels and components accurately before final installation
- Weld replacement components into position using appropriate welding equipment
- Repair or replace damaged tractor and trailer components including doors, floors, side panels, and related structures
- Repair fiberglass and composite body components
- Adjust body panels, doors, hoods, and other components for proper fit and operation
- Adjust or align headlights and related exterior components when necessary
- Verify repaired areas meet appropriate dimensional and alignment standards

Custom and Specialty Repairs

- Read repair specifications, customer requests, and work instructions
- Perform custom modifications when assigned
- Fabricate or modify components as necessary to complete specialty repairs
- Work on commercial trucks, fleet vehicles, specialty vehicles, and equipment that may require repairs beyond traditional automotive collision work
- Assist with unique or specialized projects requiring fabrication, fiberglass, metalworking, or body modification skills

Quality and Workmanship

- Inspect work throughout the repair process to ensure quality standards are maintained
- Identify additional damage or repair needs and communicate findings to the appropriate service or management personnel
- Ensure repaired components are properly aligned, secured, and finished
- Complete repairs according to company standards, customer expectations, and repair procedures
- Correct quality concerns identified during final inspection
- Maintain strong attention to detail throughout every stage of the repair
- Take responsibility for the quality and completeness of assigned work

Documentation and Shop Responsibilities



- Accurately document labor operations, repairs, and work performed within company repair-management software
- Record additional repair needs and communicate them promptly
- Ensure parts and materials used are properly associated with the correct repair order
- Follow supervisor and service department instructions regarding repair procedures and job priorities
- Work efficiently within established repair timelines
- Maintain tools and equipment in clean, organized, and good working condition
- Keep assigned work areas clean and free of unnecessary hazards
- Properly dispose of damaged materials and repair debris
- Assist other technicians or departments when needed
- Work additional hours when required based on workload and business needs

What We're Looking For

- Must be 18 years of age or older
- Valid driver's license required
- Previous autobody, collision repair, heavy-duty body repair, truck repair, or related experience preferred
- Strong knowledge of body repair techniques and procedures
- Experience with sanding, grinding, filling, welding, panel replacement, and metal repair
- Ability to repair steel, aluminum, fiberglass, and composite materials
- Welding experience preferred
- Strong mechanical aptitude and troubleshooting ability
- Ability to safely operate body shop equipment, hand tools, power tools, grinders, welders, and related repair equipment
- Ability to read repair instructions, specifications, measurements, and technical information
- Strong attention to detail and commitment to quality workmanship
- Ability to accurately complete detailed work with a sense of urgency
- Strong organizational and time management skills
- Ability to prioritize multiple repair tasks without negatively affecting quality
- Strong communication and interpersonal skills
- Ability to communicate professionally with coworkers, supervisors, vendors, and customers
- Sound judgment and ability to make logical repair decisions
- Self-motivated and capable of working independently
- Ability to contribute positively within a team environment
- Computer competency and willingness to learn company repair-management software
- Ability to remain professional and composed in a fast-paced work environment
- Commitment to safe operating procedures and company safety policies



Physical Requirements

This position requires the ability to:

- Regularly stand, walk, bend, stoop, kneel, crouch, and crawl
- Work underneath, inside, and around heavy-duty trucks and trailers
- Reach, push, pull, grip, and operate tools for extended periods
- Frequently lift and carry items weighing up to 50 pounds
- Occasionally handle items weighing up to 100 pounds with appropriate assistance or equipment
- Climb into and around commercial vehicles
- Perform physically demanding body repair and fabrication work throughout the workday

What Success Looks Like

A successful Heavy Duty Autobody Technician takes pride in transforming damaged commercial vehicles back into safe, functional, and professionally finished equipment. Success in this position requires more than simply replacing damaged parts. Technicians must be able to evaluate damage, determine the proper repair approach, perform structural and cosmetic repairs, maintain proper fit and alignment, and deliver a finished product that meets the quality standards expected by Fleet Body Works and Advantage Fleet.

Quality, productivity, safety, and attention to detail are equally important. Technicians are expected to perform repairs correctly, identify additional concerns early, document their work accurately, and contribute to keeping projects moving efficiently through the shop.

Growth and Development

Advantage Fleet encourages employees to continue developing their skills in collision repair, fabrication, refinishing, heavy-duty vehicle construction, and specialty vehicle repair.

Employees who demonstrate strong technical ability, quality workmanship, productivity, dependability, leadership, and a willingness to grow may have opportunities for additional responsibilities and advancement as Fleet Body Works and Advantage Fleet continue to expand.

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 quality of workmanship, productivity, technical ability, repair accuracy, documentation, attendance, safety, teamwork, professionalism, 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.