



Truck and Trailer Painter – 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 an experienced and quality-driven **Heavy Duty Truck & Trailer Painter** to our team.

This position is responsible for all phases of surface preparation, priming, painting, refinishing, and final finishing of heavy-duty commercial vehicles and equipment. Our painters work on semi trucks, trailers, tankers, specialty vehicles, and other large commercial equipment requiring professional automotive and industrial-grade finishes.

If you take pride in producing exceptional finishes, understand professional paint systems, and want to work on large-scale commercial projects, we want to hear from you.

What You'll Do

Surface Preparation

- Prepare heavy-duty trucks, trailers, tankers, commercial vehicles, and equipment for refinishing
- Sand, grind, clean, mask, and prepare surfaces before primer and paint application
- Remove existing paint, rust, corrosion, decals, adhesives, and damaged coatings when necessary
- Perform minor body preparation and surface repairs prior to refinishing
- Sand welds, smooth repaired panels, and correct surface imperfections
- Apply body filler and finishing materials when necessary to achieve a smooth surface
- Properly mask windows, trim, lighting, equipment, adjacent panels, and other components
- Apply etching primers, sealers, adhesion promoters, and other preparation materials according to manufacturer requirements
- Inspect prepared surfaces before paint application to ensure proper adhesion and finish quality

Painting and Refinishing

- Mix and match automotive and industrial coatings using manufacturer formulas, color codes, and computerized mixing systems
- Apply primers, sealers, basecoats, single-stage finishes, clearcoats, and specialty coatings
- Apply polyurethane, epoxy, industrial enamel, urethane, and other commercial-grade coating systems
- Operate HVLP and other professional spray equipment



- Apply coatings to large commercial vehicles while maintaining proper coverage and consistency
- Perform multi-color and multi-stage paint applications
- Apply striping, lettering layouts, graphics preparation, and custom paint schemes when required
- Blend repaired areas when appropriate to achieve proper color match
- Maintain proper gun distance, overlap, pressure, material flow, and application technique
- Follow manufacturer flash times, curing procedures, and technical requirements
- Operate paint booths and curing systems according to established procedures

Finish Quality

- Produce consistent professional finishes free from excessive runs, sags, dry spray, orange peel, contamination, fisheyes, or other paint defects
- Inspect paint applications throughout the refinishing process
- Identify paint defects and determine appropriate correction procedures
- Sand and correct imperfections when necessary
- Wet sand, buff, polish, and finish completed surfaces
- Perform final detailing of painted surfaces before vehicle delivery
- Verify proper color match, gloss, texture, coverage, and overall appearance
- Maintain a high level of attention to detail throughout every stage of the refinishing process

Commercial and Specialty Vehicle Refinishing

This position may include refinishing work on:

- Class 7 and Class 8 commercial trucks
- Semi tractors
- Dry van and refrigerated trailers
- Tankers
- Vocational trucks
- Dump trucks
- Tow trucks and wreckers
- Emergency and specialty vehicles
- Commercial fleet vehicles
- Truck bodies and equipment
- Fabricated components
- Chassis and frame components
- Specialty equipment and accessories

Technicians must be comfortable working on large surfaces and vehicles that require different preparation and application techniques than traditional passenger vehicles.

Quality Control and Documentation



- Inspect completed work for color accuracy, finish consistency, coverage, and overall quality
- Ensure finished vehicles meet company and customer quality expectations
- Communicate paint, material, preparation, and repair requirements with service advisors, estimators, technicians, and management
- Identify additional preparation or repair needs before painting begins
- Maintain accurate documentation of work performed
- Record paint materials, color formulas, and coatings used when required
- Accurately document labor operations using company repair-management software
- Communicate additional labor or material requirements as soon as they are identified
- Assist with final quality inspections before vehicle delivery

Paint Booth and Equipment Responsibilities

- Maintain paint booths, prep areas, mixing rooms, and equipment in a clean and organized condition
- Clean and maintain spray guns, paint cups, air lines, hoses, and related equipment
- Inspect spray equipment regularly for proper operation
- Maintain proper booth cleanliness to reduce contamination
- Properly store paints, reducers, hardeners, solvents, and other refinishing materials
- Help monitor paint and refinishing material inventory
- Maintain mixing and storage areas according to company procedures
- Protect company equipment and properly care for assigned tools

Safety Responsibilities

- Follow all company safety procedures when handling paints, solvents, coatings, and hazardous materials
- Wear all required personal protective equipment, PPE
- Properly use respiratory protection when required
- Follow applicable OSHA and environmental requirements
- Properly label, store, handle, and dispose of paint materials and chemical waste
- Maintain clean work areas to reduce fire, trip, contamination, and other hazards
- Follow safe operating procedures when using spray equipment, ladders, lifts, sanding equipment, and power tools
- Immediately report unsafe conditions, spills, equipment concerns, or other hazards

What We're Looking For

- Must be 18 years of age or older
- High school diploma or GED equivalent
- Minimum of 3 years of professional automotive, commercial vehicle, heavy-duty, equipment, or industrial painting experience preferred



- Heavy-duty truck, trailer, bus, tanker, or equipment refinishing experience strongly preferred
- Technical school or trade certification in automotive or industrial refinishing preferred
- Strong knowledge of professional surface preparation and masking techniques
- Experience with polyurethane and epoxy coatings
- Experience with industrial enamel and urethane basecoat and clearcoat systems
- Strong understanding of primers, sealers, adhesion promoters, basecoats, clearcoats, and related refinishing materials
- Ability to mix and match paint using manufacturer formulas and mixing systems
- Ability to properly apply single-stage and multi-stage coating systems
- Strong understanding of spray gun setup and application techniques
- Ability to identify and correct paint defects
- Ability to read technical data sheets and follow manufacturer procedures
- Strong attention to detail and commitment to quality workmanship
- Ability to work independently and maintain productivity with limited supervision
- Strong organizational and time management skills
- Ability to prioritize multiple projects and meet production expectations
- Self-motivated with a strong sense of urgency
- Strong communication and interpersonal skills
- Computer competency and willingness to learn company software
- Ability to work effectively as part of a team
- Commitment to safe work practices and proper PPE use

Physical Requirements

This position requires the ability to:

- Stand and walk for extended periods
- Bend, stoop, crouch, kneel, and reach regularly
- Work overhead and around large commercial vehicles
- Climb ladders, platforms, and equipment when necessary
- Work inside enclosed paint booths while wearing required PPE
- Use spray equipment, sanding tools, and other power tools for extended periods
- Lift and carry materials, tools, equipment, and parts weighing up to 75 pounds
- Push, pull, position, and move components as necessary
- Perform physically demanding preparation and refinishing work throughout the workday

Working Conditions

This position is performed primarily in a collision repair and refinishing environment and may involve exposure to:

- Paints and coatings
- Solvents and cleaning chemicals
- Dust and sanding debris



- Fumes
- Noise
- Temperature variations
- Power tools and equipment
- Moving vehicles and machinery

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

What Success Looks Like

A successful Heavy Duty Truck & Trailer Painter takes pride in producing a finish that represents the quality standards of Fleet Body Works and Advantage Fleet.

Commercial vehicle refinishing requires patience, consistency, technical knowledge, and attention to detail. Large trucks and trailers create unique challenges because of their size, surface area, materials, and customer expectations.

Success means properly preparing the vehicle before paint ever reaches the surface, applying coatings correctly, identifying imperfections before the job is considered complete, and delivering a finished product that looks professional and holds up in demanding commercial environments.

Quality and productivity are equally important. Technicians are expected to complete work efficiently without sacrificing the workmanship our customers expect.

Growth and Development

Advantage Fleet encourages employees to continue developing their skills in heavy-duty collision repair, refinishing, custom painting, industrial coatings, color matching, and specialty vehicle repair.

Employees who demonstrate exceptional quality, productivity, dependability, technical knowledge, leadership, and a commitment to continued development may have opportunities for additional responsibilities and advancement as Fleet Body Works and Advantage Fleet continue 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 paint quality, preparation quality, productivity, material usage, technical ability, 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.