



Truck Upfit and Fabrication Technician

Join a Growing Team with Unlimited Opportunity

Advantage Fleet is a rapidly growing heavy-duty truck repair, fleet maintenance, towing, fabrication, upfitting, and specialty vehicle company serving customers throughout Michigan. As our business continues to expand, we are looking to add a skilled and motivated **Truck Upfit and Fabrication Technician** to our team.

This position is ideal for someone who enjoys fabrication, welding, mechanical work, electrical installation, and building customized trucks and specialty vehicles from the ground up.

If you take pride in your craftsmanship, enjoy solving problems, and want to work on unique projects that are different every day, we want to hear from you.

What You'll Do

Truck Upfitting and Fabrication

- Perform custom truck upfitting and specialty vehicle modifications
- Remove and install truck bodies, equipment, and accessories
- Perform custom fabrication of brackets, mounts, frames, components, and specialty equipment
- Stretch, modify, and reframe truck chassis when required
- Perform MIG welding with a high level of proficiency
- Perform TIG welding when required
- Read and interpret blueprints, drawings, measurements, and fabrication plans
- Fabricate, modify, and install components using welders, plasma cutters, torches, mills, lathes, saws, and other fabrication equipment
- Install custom lighting, accessories, electrical components, and equipment
- Perform emergency vehicle customizations and specialty installations
- Install and repair hydraulic, pneumatic, mechanical, and electrical systems
- Build and modify trucks according to customer specifications and company quality standards

Mechanical and Equipment Repair

- Perform maintenance, service, and repair on heavy-duty trucks, semi tractors, trailers, and specialty equipment
- Diagnose mechanical, electrical, hydraulic, pneumatic, and computer-controlled systems
- Troubleshoot equipment malfunctions and determine appropriate repair procedures
- Perform suspension repairs and modifications
- Repair and service air brake systems
- Diagnose and repair manual, automatic, and computer-controlled transmissions



- Repair driveline components including driveshafts, differentials, axles, clutches, transfer cases, PTO systems, and related components
- Perform routine maintenance including fluid checks, lubrication, filters, belts, hoses, brakes, tires, and other wear components
- Diagnose and repair diesel and gasoline engine-related systems as required

Electrical Systems

- Install and repair 12-volt and 24-volt electrical systems
- Diagnose and repair wiring, lighting, switches, relays, controls, and electrical accessories
- Install custom lighting packages, warning lights, work lights, and specialty electrical equipment
- Repair or replace batteries, alternators, starters, modules, instruments, warning devices, and wiring
- Troubleshoot electrical concerns using appropriate diagnostic equipment and procedures

Hydraulic and Pneumatic Systems

- Diagnose and repair hydraulic pumps, hoses, valves, cylinders, winches, and related components
- Diagnose and repair air compressors, air dryers, valves, tanks, hoses, and pneumatic systems
- Fabricate and route hydraulic and pneumatic lines as required for custom installations
- Test completed systems to ensure proper and safe operation

Steering, Suspension, and Chassis

- Diagnose and repair steering and suspension systems
- Repair or replace tie rods, steering components, kingpins, shocks, springs, air suspension components, and related parts
- Service conventional and air ride suspension systems
- Modify and reinforce chassis components when necessary
- Inspect and repair fifth wheels, pintle hitches, coupling devices, and related equipment

Quality and Safety Responsibilities

- Road test vehicles when necessary to verify repairs and proper operation
- Maintain accurate service records and documentation using company fleet management software
- Properly document repairs, modifications, parts used, and work performed
- Maintain tools, equipment, and work areas in a clean and organized condition
- Follow all company safety procedures and required personal protective equipment standards
- Inspect completed work for quality, proper installation, and safe operation
- Identify opportunities to improve processes, productivity, quality, and efficiency
- Assist with training and mentoring less experienced technicians when appropriate
- Maintain a professional and positive attitude with coworkers, management, and customers



- Assist other departments when necessary
- Work additional hours when required based on customer needs, workload, and business demands

What We're Looking For

- Must be 18 years of age or older
- High school diploma or GED equivalent
- Previous experience in truck upfitting, fabrication, welding, heavy-duty repair, or a related field preferred
- Strong MIG welding skills
- TIG welding capability preferred
- Fabrication and metalworking experience
- Ability to read blueprints, diagrams, measurements, and technical instructions
- Strong mechanical aptitude and troubleshooting ability
- Knowledge of heavy-duty truck electrical, hydraulic, pneumatic, suspension, and mechanical systems
- Ability to safely operate welding and fabrication equipment
- Strong attention to detail and commitment to quality workmanship
- Self-motivated with the ability to work independently
- Ability to work effectively as part of a team
- Goal-oriented and results-focused mindset
- Strong organizational and time management skills
- Basic mathematics and measurement skills
- Computer competency and willingness to learn company software
- Strong communication and interpersonal skills
- Professional demeanor when interacting with customers and coworkers
- Ability to prioritize multiple projects in a fast-paced environment
- Willingness to learn new systems, equipment, and fabrication techniques

What Success Looks Like

A successful Truck Upfit and Fabrication Technician takes pride in building and modifying equipment correctly the first time. Quality workmanship, creativity, problem solving, efficiency, and attention to detail are critical to this position.

Technicians are expected to understand that many of the vehicles we build and modify are highly customized. Every project may present different challenges and require the technician to combine fabrication, mechanical, electrical, hydraulic, and diagnostic skills to produce a safe and professional finished product.

The goal is not simply to complete the job, but to deliver a finished vehicle that meets customer expectations and represents the quality of workmanship expected from Advantage Fleet.

Growth and Development



Advantage Fleet encourages employees to continue developing their skills and learning different areas of the heavy-duty truck and specialty vehicle industry.

Employees who demonstrate strong technical ability, leadership, dependability, and a commitment to quality may have opportunities to advance into additional technical, supervisory, or leadership positions as the company 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 quality of work, productivity, technical development, 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.