

Job Description

Employees in this job perform a variety of activities designed to service, repair, and maintain pieces of heavy equipment. The work is performed through the application of a body of knowledge and specific certifications that denote expertise in heavy equipment maintenance.

Job Duties

- Performs maintenance and repair activities on various pieces of heavy equipment including but not limited to heavy-duty truck, semi-tractors and trailers.
- Diagnoses, services and repairs various systems that are found on pieces of heavy equipment such as mechanical and computer electronic controls, air brake systems, transmissions, computer controlled automatic and 13 speed manual transmissions and pneumatic systems.
- Trouble shoot malfunctions in the equipment and repair.
- Fabricates, modifies, and installs special equipment or replacement parts using mills, lathes, welders, torch sets, plasma cutter and metal cutting saws.
- Performs routine maintenance checks and adjustments on such things as fluid levels, hoses, belts, brakes, tires, and clutches; changes filters and oil, and lubricates vehicles and motor driven equipment.
- Tunes gas and diesel engines, services valves, fuel filters and turbo chargers, and pressure checks fuel filters, adjust injector heights, fuel racks, governors, etc.
- Services, diagnoses, repairs and maintains speed tandem drive axles with air or electric shift, hydrostatic driven, heavy duty multi-axle suspensions, both conventional steel or air springs.
- Diagnoses problems, disassembles units, repairs or replaces parts, and reassembles units in the following systems:
 - Brakes: Repairs or replaces shoes, pads, drums, hoses, calipers, cylinders, any heavy-duty air brakes.
 - Cooling: flushes radiator, replaces hoses and thermostat, repairs or replaces radiator and water pump, fan drives, DCA treatment filters, air intercoolers and oil coolers.
 - Drive: Repairs and replaces drive shaft, differential, axle, manual, automatic and sophisticated computer-controlled transmissions, clutches, transfer cases, power take-off systems, transmission reversers, all wheel drive steering axles and final drives.
 - Electrical: Repairs or replaces fuses, batteries, lights, instruments, warning devices, controls and switches, computer controls, modules, alternators, starters, and defective cables and wiring. This will include 12 and 24-volt systems.
 - Exhaust and Emissions Control: Replaces mufflers, manifolds, catalytic converters, turbochargers, blowers, and pipes.
 - Heating and Air Conditioning: Repairs or replaces heater cores, condensers, compressors, hoses and controls; recharges air conditioning systems.
 - Hydraulic: Repairs or replaces pumps, hoses, valves, winches and cylinders.

- Air: Repairs or replaces compressors, air dryers, brake valves, air tanks and hoses.
- Steering and Suspension System: Aligns and balances wheels, repairs or replaces tie rods, ball joints, gear boxes, shock absorbers, springs, steering linkage, kingpins, power steering, hoses, pumps, walking beam suspensions and air suspensions.
- Coupling Devices: Adjusts, repairs, inspects and replaces fifth wheel hitches and pintle hitches.
- Overhauls engines, replaces engines, and rebuilds components.
- Maintains service logs and records of maintenance on vehicles and motorized equipment, using fleet maintenance and management software.
- Prepares work orders and cost materials estimates.
- Keeps tools, equipment, and work area clean, organized, and in good working condition.
- May assist in training lower-level workers in mechanical repair techniques.
- Road test vehicles.
- Performs related work as assigned.
- Abide by all company policies and safety rules and assist in maintaining a clean, safe work environment.
- Identify opportunities for continuous improvement and take appropriate actions, recommend process changes, and initiate improvements.
- Be a positive role model for all team members providing support and enthusiasm – creating a professional, positive work environment.
- Work additional hours in accordance with business needs and other demands of the position.

Job Qualifications (Knowledge, Skills, and Abilities)

Developing knowledge is required at the intermediate level, considerable knowledge is required at the experienced level, and thorough knowledge is required at the advanced level

- Knowledge of standard practices, materials, tools, and equipment used in the repair and maintenance of motor vehicles and engines.
- Knowledge of safety issues in the use of tools, equipment, and supplies used in repair of motorized vehicles and equipment.
- Knowledge of body and frame construction.
- Skill in the use of a variety of hand tools.
- Skill in the use of gas and electric welding equipment.
- Skill in the use of mechanized tools, jacks and hoists.
- Skill in the use of a variety of diagnostic testing and tuning equipment.
- Ability to diagnose mechanical, electrical and hydraulic malfunctions.
- Ability to read manuals and schematics.
- Ability to rebuild engines and major driveline components.
- Ability to communicate with other mechanics about repair work needed.
- Ability to enter repair information in fleet maintenance management software.

- Must be 18 years of age or older.
- Valid driver's license required – Commercial Driving License preferred.
- Demonstrate sound judgment and the ability to make logical decisions in support of business demands.
- Excellent interpersonal skills with the ability to interact and communicate effectively over the phone and face to face.
- Use effective time management techniques and demonstrate the ability to prioritize and multi task without negatively impacting performance or results.
- Must be able to effectively and accurately complete detailed work with a sense of urgency; always keeping safety at the forefront and demonstrating safe operating procedures.
- Demonstrate the ability to anticipate and evaluate problems and situations and draw logical conclusions to make successful repairs.
- Computer skills, data accuracy, and a willingness to learn new software programs.
- Ability to maintain composure and react professionally during periods of stress.
- Must be self-motivated and able and willing to work independently while motivating team efforts.

Working Conditions

- Some jobs require an employee to be exposed to inclement weather conditions.
- Some jobs require an employee to be exposed to hazardous work environments.

Physical Requirements

- The job duties require an employee to move heavy objects.
- The job duties require an employee to traverse rough terrain on occasion.

Education

- Educational level typically acquired through the completion of high school.
- Entry level Mechanic: Two years of experience assisting skilled trades people in the repair and maintenance of heavy equipment.
- Intermediate Level Mechanic: Five years of experience assisting skilled trades people in repair and maintenance of heavy equipment.
- Advanced Level Mechanic: Ten years or above in experience assisting skilled trades people in repair and maintenance of heavy equipment.

Alternate Education and Experience

- Possession of an associates degree in Heavy Duty Truck/Heavy Equipment Repair may be substituted for two years of experience assisting skilled trades people in the repair and maintenance of heavy equipment.
 - Note: Equivalent combinations of education and experience that provide the required knowledge, skills and abilities will be evaluated on an individual basis.

Recommendations

- Getting to know the industry, working hand and hand with fellow team members that will be working in different spectrums of Advantage Fleet.
- Sell yourself when getting to know the current and future customers and employees of Advantage Fleet.
- Put goals in place (both professionally and personally) to where you see yourself in the future.