



Trailer Mechanic – 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 service company serving customers throughout Michigan. As our business continues to expand, we are looking to add skilled and motivated **Trailer Mechanics** to our team.

Reporting directly to the Service Manager, this position is responsible for performing preventive maintenance, diagnostics, and repairs on commercial trailers while ensuring all work meets company and DOT standards.

Our Trailer Mechanics work on a wide variety of trailer systems and components, including brakes, suspension, electrical systems, doors, flooring, structural components, tires, and general fabrication.

If you take pride in your work, enjoy troubleshooting equipment, and want to be part of a growing company that invests in its technicians, we want to hear from you.

What You'll Do

Trailer Service and Repair

- Diagnose and repair commercial trailer components and systems
- Perform repairs on dry van, refrigerated, flatbed, vocational, and other commercial trailer applications
- Diagnose and repair doors, floors, side panels, roofs, crossmembers, and structural components
- Inspect trailers for damage, wear, and safety concerns
- Repair or replace damaged components as necessary
- Complete repairs efficiently while maintaining quality, safety, and practicality
- Identify additional repair needs during inspections and communicate findings
- Road test or function test equipment when appropriate
- Follow manufacturer procedures, DOT requirements, and company repair standards

Preventive Maintenance and DOT Inspections

- Perform scheduled preventive maintenance inspections on trailer equipment
- Inspect brakes, tires, suspension, lighting, wheel ends, coupling devices, structural components, and other safety related systems
- Identify worn, damaged, or unsafe components
- Complete required repairs resulting from preventive maintenance inspections
- Maintain accurate PM documentation
- Assist with DOT inspections and required repairs
- Ensure completed repairs meet applicable DOT and company standards
- Help customers reduce trailer downtime by identifying developing problems before they result in failures



Brake and Wheel End Systems

- Diagnose and repair trailer brake systems
- Replace brake shoes, drums, chambers, slack adjusters, valves, hoses, and related components
- Inspect and repair air brake system concerns
- Diagnose air leaks and braking performance issues
- Service wheel end components
- Inspect hubs, bearings, seals, and related components
- Perform tire replacement when necessary
- Identify abnormal tire wear and communicate related suspension or alignment concerns
- Verify proper brake operation after repairs are completed

Electrical and Lighting Systems

- Diagnose and repair trailer electrical and lighting systems
- Repair or replace wiring, connectors, harnesses, junction boxes, lamps, and related components
- Diagnose shorts, open circuits, poor grounds, and other electrical concerns
- Repair ABS related wiring and components within technician capability
- Test lighting and electrical systems after repairs
- Read and interpret wiring diagrams when necessary
- Maintain clean and professional electrical repair practices

Suspension and Chassis Repair

- Diagnose and repair trailer suspension systems
- Repair or replace air springs, shocks, bushings, torque rods, hangers, and related components
- Inspect and repair slider assemblies
- Diagnose ride height and suspension concerns
- Repair chassis and structural components when necessary
- Inspect frame rails, crossmembers, supports, and mounting components
- Perform repairs according to appropriate procedures and safety requirements
- Identify structural concerns requiring additional repair or management review

Doors, Floors, and Body Components

- Diagnose and repair swing doors, roll up doors, hinges, latches, tracks, rollers, and related components
- Repair or replace damaged trailer flooring
- Repair side panels, roof panels, corner posts, rails, and other trailer body components
- Repair damaged interior and exterior trailer surfaces
- Replace damaged hardware and components
- Inspect repairs for proper fit, operation, and structural integrity
- Maintain professional workmanship and appearance on completed repairs

Welding and Fabrication



- Perform general welding and fabrication repairs
- Repair or fabricate brackets, supports, mounts, and structural components
- Safely operate welding equipment, grinders, saws, torches, and related fabrication tools
- Cut, fit, weld, and finish replacement components when required
- Grind and finish welded areas appropriately
- Follow safe welding and fabrication procedures
- Maintain quality and structural integrity throughout repairs

Diagnostic and Technical Responsibilities

- Utilize appropriate diagnostic and technical resources when troubleshooting equipment
- Use parts manuals, service information, computer resources, service bulletins, and manufacturer documentation
- Determine the most effective and efficient repair procedure
- Research parts and repair information as necessary
- Maintain technical proficiency in trailer, tire, brake, suspension, electrical, and related systems
- Continue developing technical knowledge as trailer technology changes
- Assist less experienced technicians when appropriate

Work Orders and Documentation

- Accurately document work performed within company repair management software
- Record technician findings, repairs completed, and recommendations
- Ensure labor, parts, and materials used are properly documented
- Complete repair orders accurately and promptly
- Maintain required inspection and service documentation
- Ensure applicable permits, inspection records, and repair paperwork are completed
- Communicate additional repair needs before completing work when authorization is required
- Maintain professional and detailed technician notes

Accurate documentation is a critical responsibility of this position. All labor, parts, materials, and repairs performed must be properly recorded.

Customer and Team Communication

- Communicate repair findings with Service Advisors, supervisors, and other technicians
- Provide clear information regarding additional repairs or safety concerns
- Maintain positive working relationships with coworkers, vendors, drivers, and customers
- Assist drivers with understanding equipment concerns when appropriate
- Work cooperatively with Parts Department personnel to locate required components
- Help maintain communication throughout the repair process
- Contribute positively to department and company goals

Shop and Equipment Responsibilities

- Keep personal and company tools clean, organized, and in good working condition
- Maintain assigned work areas in a clean and safe condition



- Properly use and care for shop equipment
- Return tools and equipment to their proper locations
- Protect customer equipment and property while repairs are being performed
- Report damaged or unsafe shop equipment promptly
- Maintain basic tools necessary to perform assigned duties
- Assist other technicians and departments when necessary
- Work additional hours when required based on customer and business needs

Safety Responsibilities

- Follow all Advantage Fleet safety policies and procedures
- Maintain safety as a priority throughout every repair
- Wear required personal protective equipment
- Follow proper lifting, jacking, and vehicle support procedures
- Maintain clean work areas free from unnecessary hazards
- Safely operate welding, cutting, lifting, and repair equipment
- Identify and report unsafe equipment or working conditions
- Follow applicable DOT, environmental, and hazardous material requirements
- Never sacrifice safety in order to complete a repair faster

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
- Commercial Driver's License, CDL, preferred but not required
- Previous trailer repair, heavy duty truck repair, fleet maintenance, or related mechanical experience preferred
- Knowledge of commercial trailer systems and components
- Familiarity with air brake systems
- Knowledge of trailer suspension and chassis systems
- Familiarity with electrical and lighting repairs
- Welding and fabrication experience preferred
- Strong diagnostic and troubleshooting abilities
- Ability to utilize service manuals, parts information, and technical resources
- Ability to safely operate hand tools, power tools, welding equipment, jacks, and shop equipment
- Strong mechanical aptitude
- Strong attention to detail and commitment to quality workmanship
- Ability to complete detailed work accurately and with a sense of urgency
- Strong organizational and time management skills
- Ability to prioritize multiple repairs and responsibilities
- Excellent communication and interpersonal skills
- Ability to communicate effectively with technicians, Service Advisors, customers, drivers, vendors, and management
- Strong computer competency and willingness to learn company repair management software



- Accurate repair documentation and data entry skills
- Ability to exercise sound judgment and make logical repair decisions
- Ability to anticipate and evaluate problems and determine appropriate solutions
- Ability to remain professional and composed during stressful situations
- Self motivated and capable of working independently
- Ability to work effectively as part of a team
- Positive attitude and strong work ethic
- Willingness to continue learning and developing technical skills

Physical Requirements

This position requires the ability to:

- Stand and walk for extended periods
- Regularly bend, stoop, crouch, kneel, and crawl
- Work underneath and around commercial trailers
- Climb into and out of trailers and equipment
- Use hand and power tools for extended periods
- Frequently lift and carry parts, tools, and materials weighing up to 50 pounds
- Push, pull, and position trailer components and equipment
- Work in confined or restricted spaces when necessary
- Perform physically demanding repairs throughout the workday

Working Conditions

This position is performed primarily in a heavy duty repair shop environment and may involve exposure to:

- Commercial trailers and heavy equipment
- Moving vehicles and machinery
- Welding and grinding operations
- Power tools and shop equipment
- Oils, lubricants, grease, and other automotive materials
- Noise
- Dust and fumes
- Hot and cold temperatures
- Outdoor and inclement weather conditions when necessary

Employees are expected to follow all safety procedures and use required personal protective equipment at all times.

What Success Looks Like

A successful Trailer Mechanic takes pride in keeping customer equipment safe, operational, and compliant.

Our customers depend on their trailers every day, and an out of service trailer can directly impact their ability to move freight and operate their business. Quality repairs and accurate diagnostics help reduce downtime and keep equipment on the road.



Success means identifying the cause of the problem, completing the repair correctly, recognizing additional safety concerns, documenting work accurately, and communicating findings clearly.

Quality, productivity, safety, and DOT compliance are equally important. Technicians are expected to work efficiently without sacrificing workmanship or proper repair procedures.

Growth and Development

Advantage Fleet encourages employees to continue developing their skills in trailer repair, electrical diagnostics, air brakes, suspension systems, welding, fabrication, structural repair, preventive maintenance, and DOT compliance.

Employees who demonstrate strong technical ability, diagnostic skills, productivity, dependability, quality workmanship, leadership, and a commitment to continued development may have opportunities for advanced technician responsibilities, certifications, mentoring roles, supervisory positions, or other 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 technical ability, repair quality, productivity, diagnostic skills, DOT compliance, documentation accuracy, attendance, safety, teamwork, professionalism, 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.