



Lube 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 service company serving customers throughout Michigan. As our business continues to expand, we are looking to add motivated and dependable **Lube Technicians** to our team.

This position is responsible for performing preventive maintenance services on heavy duty trucks, semi tractors, trailers, and commercial equipment. Lube Technicians play an important role in helping our customers reduce downtime, improve equipment reliability, and identify developing mechanical concerns before they become larger and more expensive repairs.

If you are mechanically inclined, take pride in your work, and are looking for an opportunity to develop your skills within the heavy duty repair industry, we want to hear from you.

What You'll Do

Preventive Maintenance Services

- Perform scheduled preventive maintenance services on heavy duty trucks, semi tractors, trailers, and commercial equipment
- Perform engine oil and filter changes
- Replace fuel filters, air filters, and other serviceable filters as required
- Check and maintain fluid levels
- Inspect engine oil, coolant, transmission fluid, differential fluid, power steering fluid, and other applicable fluids
- Grease and lubricate chassis, suspension, driveline, and other serviceable components
- Perform routine inspections during each preventive maintenance service
- Follow customer specific maintenance requirements when applicable
- Complete all services accurately and within established productivity expectations

DOT Inspections and Safety Checks

- Perform DOT inspections when properly qualified and authorized
- Inspect equipment according to applicable federal, state, and company requirements
- Inspect brakes, tires, wheels, suspension, steering, lighting, coupling devices, safety equipment, and other required components
- Identify worn, damaged, or unsafe components
- Document inspection findings accurately
- Communicate defects and recommended repairs to the Service Advisor or supervisor
- Complete required DOT inspection documentation
- Help ensure equipment meets applicable safety and regulatory requirements before returning to service

Vehicle and Equipment Inspections

- Inspect equipment while performing preventive maintenance services



- Identify leaks, loose components, worn parts, damage, or developing mechanical concerns
- Inspect belts, hoses, brakes, tires, suspension, steering, driveline, lighting, and related systems
- Recognize abnormal wear or conditions that may require additional diagnosis
- Communicate repair recommendations promptly
- Help prevent unexpected breakdowns by identifying concerns early
- Follow established inspection procedures to ensure consistency and accuracy

Minor Repairs

- Perform basic and minor mechanical repairs within technician experience and training
- Replace filters, hoses, belts, lighting components, wiper blades, and other serviceable items
- Assist with basic brake, tire, electrical, and maintenance related repairs when appropriate
- Determine necessary parts, materials, and tools required for assigned work
- Assist more experienced technicians with repairs when necessary
- Complete repairs according to company procedures and quality standards
- Continue developing mechanical knowledge and technical abilities

Work Orders and Documentation

- Accurately document all preventive maintenance services and inspections
- Record technician findings and recommended repairs
- Complete DOT inspection reports accurately when applicable
- Record labor, parts, fluids, filters, and materials used
- Maintain required service logs and maintenance records
- Document repairs and services within company repair management software
- Communicate additional repair needs before completing work when authorization is required
- Maintain clear and professional technician notes
- Complete documentation promptly after services are performed

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

Tools and Equipment Responsibilities

- Properly use and maintain personal and company tools
- Maintain tools and equipment in clean and good working condition
- Safely operate lifts, jacks, lubrication equipment, fluid handling equipment, and other shop tools
- Use appropriate special tooling when required
- Return tools and equipment to their proper locations after use
- Report damaged, missing, or unsafe equipment promptly
- Maintain an organized work area throughout the workday
- Protect customer vehicles and equipment while services are being performed



Safety Responsibilities

- Follow all Advantage Fleet safety policies and procedures
- Wear required personal protective equipment
- Follow proper lifting, jacking, and vehicle support procedures
- Safely climb in, on, underneath, and around commercial vehicles and equipment
- Properly handle oils, lubricants, filters, fluids, and other automotive materials
- Maintain clean work areas free from unnecessary hazards
- Clean spills promptly and dispose of waste materials properly
- Follow company SOPs and Employee Handbook requirements
- Identify and report unsafe equipment or working conditions
- Maintain safety as the top priority regardless of workload or repair urgency

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
- Previous lube technician, preventive maintenance, heavy duty truck, automotive, fleet maintenance, or related mechanical experience preferred
- Basic working knowledge of oil changes and lubrication procedures
- Familiarity with oil, fuel, air, and other filter replacement
- Basic knowledge of heavy duty trucks and trailers preferred
- Familiarity with preventive maintenance procedures
- Ability to properly use hand tools and shop equipment
- Strong mechanical aptitude and willingness to learn
- Ability to identify basic mechanical and safety concerns
- 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 assigned work without negatively affecting quality or safety
- Strong written and verbal communication skills
- Ability to communicate effectively with technicians, Service Advisors, supervisors, and management
- Basic computer competency and willingness to learn company software
- Accurate documentation and data entry skills
- Ability to exercise sound judgment and make logical decisions
- Strong problem solving and troubleshooting abilities
- Ability to remain professional and composed during stressful situations
- Self motivated and capable of working independently
- Ability to contribute positively within a team environment
- Dependable attendance and punctuality
- Positive attitude and strong work ethic
- Desire to learn and grow within the heavy duty repair industry

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 heavy duty trucks and trailers
- Climb into and out of commercial vehicles and equipment
- Safely climb on equipment when necessary to perform inspections or services
- Use hand and power tools for extended periods
- Frequently lift and carry parts, tools, fluids, and materials weighing up to 50 pounds
- Occasionally handle items weighing up to 100 pounds with appropriate assistance or equipment
- Push, pull, and position equipment and service materials
- Perform physically demanding maintenance services throughout the workday

Working Conditions

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

- Heavy trucks and trailers
- Moving vehicles and machinery
- Oils, grease, fuels, lubricants, and other automotive fluids
- Power tools and shop equipment
- Noise
- Dust and fumes
- Hot and cold temperatures
- Outdoor weather conditions
- Wet or slippery surfaces
- Active repair and maintenance operations

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

What Success Looks Like

A successful Lube Technician understands that preventive maintenance is one of the most important services we provide our customers.

Preventive maintenance is often the first opportunity to identify developing mechanical concerns before they result in equipment failure, roadside breakdowns, or expensive repairs. Lube Technicians are expected to do more than simply change oil and filters. They must inspect the equipment carefully, recognize concerns, document findings accurately, and communicate anything that may affect the safety or reliability of the vehicle.

Success means completing services correctly, maintaining productivity, following inspection procedures, keeping accurate documentation, maintaining a safe work environment, and continuing to develop technical knowledge.

The goal is to provide our customers with dependable preventive maintenance services that help keep their equipment safe, compliant, and operating efficiently.



Growth and Development

Advantage Fleet encourages Lube Technicians to continually develop their skills and grow into more advanced heavy duty repair positions.

This position provides an opportunity to gain experience with heavy duty trucks, trailers, preventive maintenance, DOT inspections, brakes, suspension, electrical systems, tires, and other commercial vehicle systems.

Employees who demonstrate dependability, mechanical ability, quality workmanship, productivity, attention to detail, and a willingness to learn may have opportunities to advance into Trailer Mechanic, Heavy Duty Truck Mechanic, Mobile Technician, or other technical positions 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 preventive maintenance quality, inspection accuracy, productivity, documentation, technical development, attendance, safety, teamwork, professionalism, dependability, 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.