



Truck 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 **Heavy Duty Truck Mechanics** to our team.

This position is responsible for diagnosing, servicing, repairing, and maintaining heavy duty trucks, semi tractors, trailers, and related commercial equipment. Our technicians work on a wide variety of makes, models, systems, and applications, providing the opportunity to continually develop their technical knowledge and abilities.

If you take pride in your work, enjoy solving mechanical problems, and want to be part of a company that invests in its technicians, equipment, training, and continued growth, we want to hear from you.

What You'll Do

Heavy Duty Service and Repair

- Perform maintenance and repair work on heavy duty trucks, semi tractors, trailers, and other commercial equipment
- Diagnose mechanical, electrical, hydraulic, pneumatic, and computer controlled vehicle systems
- Troubleshoot equipment malfunctions and determine appropriate repair procedures
- Perform scheduled preventive maintenance and inspections
- Complete repairs efficiently while maintaining high quality workmanship
- Inspect equipment and identify additional maintenance or repair needs
- Road test vehicles when necessary to verify repairs and proper operation
- Communicate repair findings and recommendations with Service Advisors, supervisors, and other technicians
- Follow manufacturer repair procedures and appropriate service information
- Maintain a strong sense of urgency while keeping safety and quality at the forefront

Heavy Duty Mechanical Systems

Diagnose, service, repair, or replace components within the following systems:

Brakes

- Diagnose and repair heavy duty air brake systems
- Repair or replace brake shoes, pads, drums, hoses, calipers, chambers, cylinders, valves, and related components
- Inspect braking systems and identify worn, damaged, or unsafe components
- Verify proper brake operation after repairs are completed

Cooling Systems

- Diagnose cooling system concerns and leaks



- Flush cooling systems when required
- Repair or replace radiators, hoses, thermostats, water pumps, and fan drives
- Service intercoolers, oil coolers, filters, and related cooling components
- Diagnose overheating and temperature related concerns

Drivetrain

- Diagnose and repair driveshafts, differentials, axles, and related driveline components
- Service and repair manual, automatic, and computer controlled transmissions
- Repair or replace clutches, transfer cases, PTO systems, and final drives
- Diagnose driveline vibration, noise, and operational concerns
- Service tandem drive axles and heavy duty multi axle systems

Electrical Systems

- Diagnose and repair 12 volt and 24 volt electrical systems
- Repair or replace batteries, starters, alternators, lights, switches, controls, instruments, modules, and wiring
- Diagnose computer controlled electrical and vehicle systems
- Repair defective cables, connectors, circuits, and related electrical components
- Utilize diagnostic software, meters, and testing equipment to identify electrical faults
- Read and interpret wiring diagrams and electrical schematics

Exhaust and Emissions Systems

- Diagnose exhaust and emissions related concerns
- Repair or replace mufflers, manifolds, turbochargers, pipes, and related components
- Diagnose aftertreatment and emissions faults using appropriate diagnostic equipment
- Perform repairs to diesel emissions systems within technician capability and training

Heating and Air Conditioning

- Diagnose heating and air conditioning concerns
- Repair or replace heater cores, condensers, compressors, hoses, controls, and related components
- Evacuate and recharge air conditioning systems when properly trained and certified
- Diagnose electrical and mechanical HVAC system faults

Hydraulic Systems

- Diagnose and repair hydraulic system concerns
- Repair or replace pumps, hoses, valves, fittings, winches, cylinders, and related components
- Identify hydraulic leaks, pressure concerns, and component failures
- Test repaired systems for proper operation

Air Systems

- Diagnose and repair pneumatic systems
- Repair or replace air compressors, air dryers, brake valves, air tanks, hoses, and related components
- Identify air leaks and pressure concerns
- Verify proper air system operation following repairs

Steering and Suspension

- Diagnose and repair heavy duty steering and suspension systems
- Repair or replace tie rods, ball joints, steering gear boxes, kingpins, shock absorbers, springs, steering linkage, and related components



- Service conventional and air suspension systems
- Repair power steering pumps, hoses, and related components
- Diagnose ride, handling, steering, and suspension concerns

Coupling Devices

- Inspect, adjust, repair, and replace fifth wheels
- Inspect and repair pintle hitches and related coupling equipment
- Identify worn, damaged, or unsafe coupling components

Preventive Maintenance

- Perform preventive maintenance inspections and scheduled services
- Change engine oil, filters, fuel filters, and other serviceable components
- Inspect and maintain proper fluid levels
- Lubricate chassis and related components
- Inspect belts, hoses, brakes, tires, clutches, suspension, steering, and drivetrain components
- Identify developing mechanical concerns before they become larger repairs
- Document inspection findings and communicate recommended repairs
- Follow customer specific preventive maintenance requirements when applicable

Diesel and Gasoline Engine Service

- Diagnose diesel and gasoline engine concerns
- Service fuel systems and filters
- Diagnose turbocharger related concerns
- Perform valve adjustments and other engine services within technician capability
- Diagnose engine performance, starting, power, and drivability concerns
- Utilize diagnostic software and manufacturer service information when troubleshooting
- Perform engine and component repairs appropriate to technician experience and ability

Fabrication and Welding

- Perform welding and fabrication repairs when necessary
- Fabricate, modify, or install replacement components
- Safely operate gas and electric welding equipment
- Utilize torches, plasma cutters, metal cutting saws, mills, lathes, and other fabrication equipment when required
- Fabricate brackets, mounts, supports, and other components needed to complete repairs
- Maintain safe welding and fabrication practices

Diagnostic and Technical Responsibilities

- Utilize electronic diagnostic equipment and manufacturer software to identify vehicle faults
- Read and interpret service manuals, wiring diagrams, schematics, service bulletins, and technical information
- Diagnose mechanical, electrical, hydraulic, pneumatic, and computer controlled concerns
- Determine the most effective and efficient repair procedure
- Stay current with changing truck technology and repair procedures
- Maintain technical proficiency across the systems and equipment serviced by Advantage Fleet
- Assist less experienced technicians with troubleshooting and repair procedures when appropriate



Work Orders and Documentation

- Maintain accurate service logs and vehicle maintenance records
- Create and update repair information using company fleet maintenance and management software
- Accurately document customer concerns, technician findings, repairs performed, and recommendations
- Record labor, parts, materials, and other applicable repair information
- Ensure parts used are properly associated with the correct repair order
- Prepare repair and material estimates when required
- Document additional repair needs identified during service
- Maintain detailed and professional technician notes
- Complete repair documentation promptly following completion of work

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

Shop and Equipment Responsibilities

- Keep tools, equipment, and assigned work areas clean and organized
- Maintain personal and company tools in good working condition
- Properly use and care for shop equipment
- Protect customer vehicles and property throughout the repair process
- Maintain a clean and safe work environment
- Return tools and equipment to their proper locations
- Report damaged or unsafe equipment promptly
- 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
- Use appropriate personal protective equipment
- Maintain safe operating procedures while using tools and shop equipment
- Identify and report unsafe working conditions
- Properly secure vehicles and equipment before beginning repairs
- Maintain clean work areas free from unnecessary hazards
- Follow applicable environmental and hazardous material handling procedures
- Keep safety at the forefront regardless of repair urgency or workload

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 heavy duty truck, diesel, fleet maintenance, trailer, or related mechanical experience preferred



- Knowledge of standard practices, materials, tools, and equipment used in heavy duty vehicle repair
- Knowledge of diesel engines and commercial vehicle systems
- Knowledge of heavy duty air brake systems
- Knowledge of electrical, hydraulic, pneumatic, steering, suspension, cooling, and drivetrain systems
- Knowledge of body and frame construction
- Ability to diagnose mechanical, electrical, hydraulic, and pneumatic malfunctions
- Ability to read service manuals, wiring diagrams, schematics, and technical information
- Skill in the use of hand and power tools
- Skill in the use of welding and fabrication equipment
- Skill in the use of jacks, hoists, and other heavy duty service equipment
- Skill in the use of diagnostic testing and tuning equipment
- Strong troubleshooting and diagnostic abilities
- 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 multiple repairs and responsibilities
- Strong written and verbal communication skills
- Ability to communicate effectively with technicians, Service Advisors, supervisors, and management
- Strong computer competency and willingness to learn company 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 contribute positively within a team environment
- Positive attitude and strong work ethic
- Desire to continually learn and grow professionally

Technician Experience Levels

Technician expectations may vary based on experience, training, certifications, and demonstrated technical ability.

Intermediate Technician

Developing knowledge of heavy duty vehicle repair, diagnostics, preventive maintenance, and commercial vehicle systems. Intermediate technicians may require assistance with more complex diagnostic and repair procedures while continuing to build technical proficiency.

Experienced Technician

Considerable knowledge of heavy duty mechanical, electrical, air brake, drivetrain, steering, suspension, hydraulic, and diagnostic systems. Experienced technicians are expected to independently perform a wide range of repairs and accurately diagnose common vehicle concerns.



Advanced Technician

Thorough knowledge of heavy duty truck and trailer systems with advanced diagnostic, troubleshooting, and repair capabilities. Advanced technicians are expected to independently manage complex repairs and may assist with mentoring and training less experienced technicians.

Working Conditions

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

- Heavy trucks and trailers
- Moving vehicles and machinery
- Power tools and shop equipment
- Oils, lubricants, fuels, and other automotive fluids
- Welding and grinding operations
- Noise
- Dust and fumes
- Hot and cold temperatures
- Hazardous work environments when proper precautions are required

Employees may occasionally be required to work outdoors or in inclement weather conditions.

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
- Traverse uneven or rough terrain when necessary
- Use hand and power tools for extended periods
- Lift, carry, push, and pull heavy parts, tools, and equipment
- Move and position heavy vehicle components using appropriate lifting equipment
- Perform physically demanding repairs throughout the workday

What Success Looks Like

A successful Heavy Duty Truck Mechanic takes pride in diagnosing and repairing equipment correctly and efficiently.

Our customers depend on their trucks and equipment to operate their businesses. Quality repairs, accurate diagnostics, good communication, and timely completion directly affect customer downtime and their ability to stay operational.

Success means properly identifying the cause of a problem rather than simply replacing parts, completing repairs according to professional standards, documenting work accurately,



maintaining a safe and organized work environment, and continuing to develop technical abilities as vehicle technology evolves.

Quality and productivity are equally important. Technicians are expected to work efficiently without sacrificing workmanship or safety.

Growth and Development

Advantage Fleet encourages technicians to continue developing their skills in heavy duty truck repair, diesel diagnostics, electrical systems, air brakes, hydraulics, drivetrain systems, emissions technology, fabrication, and fleet maintenance.

Employees who demonstrate strong technical ability, diagnostic skills, productivity, dependability, quality workmanship, leadership, and a commitment to continued development may have opportunities for additional certifications, advanced technician responsibilities, 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, diagnostic skills, repair quality, productivity, efficiency, 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.