



Posting Number:		Department:	
Reports to:	Operations Supervisor	Shift:	6:00 am – 2:30 pm
Location:	Oakville	Review Date:	February 2025

Job Profile:

The Licensed Heavy Duty Equipment Mechanic will be a part of the Maintenance Team at our Guelph location, and will be responsible for maintaining, testing, troubleshooting and remaining equipment and Company Assets. They will also be responsible for the improvement of equipment productivity, maximizing efficiency, and minimizing equipment downtime. The successful candidate's heavy equipment background will prepare them for disassembling, troubleshooting and repairing the Company's heavy equipment and enable them to order the parts required. They will routinely perform work independently and must be able to work in an environment with many distractions while maintaining a high level of accuracy and safety, while performing their duties. Travel between facilities will be required as part of this role.

Critical Success Factors:

Health and Safety: Total compliance with all Company Health and Safety Rules including but not limited to wearing all prescribed and applicable PPE; 100% equipment audit compliance; Training certificate in all applicable Safe Work Instructions

Quality: Produce a consistent quality product in conformance to the ITP and in accordance to relevant work instructions to achieve the stated quality goals and objectives.

Asset Management: Maintain the assigned equipment in good working order and conduct the prescribed preventative maintenance; report any and all concerns as they relate to equipment performance, people safety and process control. Including preventative maintenance, greasing of rollers, etc.

Attendance & Professionalism: Cumulative operator absence in this position must not be greater than 20 hours of unexcused absences within a six-month period and must not receive a discipline level of written warning or greater while in this position

Goals & Objectives:

- Maintain a scrap factor that is less than **.05%** of all products produced by mass at this manufacturing station.
- Maintain a minimum schedule adherence to plan of **100%** of the attainment metrics below unless there is a breakdown.

Primary Responsibilities:

- Lead in the practice and implementation of preventative and predictive maintenance techniques to repair or replace defective parts when necessary
- Organize and initiate the fabrication, welding and/or machining of equipment and machinery parts as required
- Interpret schematic diagrams and engineering drawings to determine work procedures and fabrication requirements
- Detect and diagnose operating problems
- Adjusting, overhauling, repairing and reassembling engines, transmissions, clutches, rear end differentials, brakes, drive shafts, axles and other assemblies
- Diagnose and isolate faults
- Participate in all training and skills upgrading that is required to effectively and safely perform duties
- Represent the maintenance department and interface harmoniously with all other functional areas of the operation
- Operate in a safe and competent manner, reporting any unsafe conditions
- Focus on continuous improvement and cost reduction
- Participate in departmental 5S activities – maintain strong 5S for all equipment, tools, maintenance shop, maintain local parts stocking, emergency recovery tools
- Other tasks, as assigned by Supervision/Management or designate

Qualifications:

- Certified 310T Heavy Duty Equipment Mechanic
- Strong knowledge of heavy-duty equipment standards and requirements
- Must be able to read schematics, specifications, blueprints
- Hydraulic and pneumatic experience
- Willingness to obtain and maintain forklift, front end loader, and crane licenses and any other equipment as required, and be able to demonstrate operational competence
- Ability to perform general operation, calibration, and inspection of equipment
- Basic computer skills, experience with CMMS systems for logging maintenance activity and ordering parts, is an asset
- Demonstrated attention to detail, with strong organizational skills
- Ability to collaboratively work in a team environment
- Willingness to work to deadlines and support multiple demands in a fast-paced manufacturing environment.
- Ability to work overtime as required to meet customer requirements

Working Conditions

- Working in a manufacturing environment and all-weather outdoor conditions
- Exposure to hazards associated with the industry and trade
- Physical activities will consist of sitting, standing, ladder climbing, stair climbing, bending and twisting. Extended periods of standing and other potentially physically demanding conditions
- Normal working hours consist of Day Shift, Monday to Friday, however overtime may be required from time to time in order to accommodate business requirements

All interested applicants **must** complete an “Application for an Open Position” and deliver to Human Resources. This posting is valid up to and including _____

Please ensure you complete the application in its entirety including your full seniority date and identify how you meet the qualifications.