

JC WATSON PACKING CO.

Shop Technician

Summary Performs maintenance of company vehicles and packing shed equipment by performing the following duties.

Essential Duties and Responsibilities include the following. Other duties may be assigned.

Equipment and Vehicles

- Maintain forklift, trucks, vehicles, and equipment for JC Watson Packing Company.
- Maintains trucks, tractors, and other farm equipment for Watson Agriculture Inc.
- Observe and listen to truck or vehicle operation to determine malfunction and plan work procedures.
- Maintains ignition systems, wheels and tires, changes or recharges batteries and replacement of truck and vehicle parts.
- Examines protective guards, loose bolts, and specified safety devices on trucks, and makes adjustments.
- Lubricates moving parts and drives repaired truck to verify conformance to specifications.
- Fabricates special lifting or towing attachments, hydraulic systems, shields, or other devices according to blueprints or schematic drawings.

Maintenance and Operation of Packing Equipment

- Assist shed maintenance in trouble shooting and equipment repair.
- Assist in the fabrication and modification of packing equipment.
- Observes and listens to operating machines or equipment to diagnose machine malfunction and determine need for adjustment or repair.
- Dismantles machine or equipment to examine parts for defect or to remove defective part.
- Replaces defective part with new part or repairs or reproduces part from various kinds of metal stock.
- Assembles and test operates machine to verify correction of malfunction.
- Maintains and lubricates machine tools and equipment.

Education/Experience

This position requires 5 years minimum of hands-on working knowledge on trucks, diesel engines and farm equipment, including, but not limited to forklifts, tractors, planters and overall engine repairs.

Competencies

To perform the job successfully, an individual should demonstrate the following competencies:

Interpersonal Skills - Focuses on solving conflict, not blaming; Keeps emotions under control; Remains open to others' ideas and tries new things.

Oral Communication - Speaks clearly and persuasively in positive or negative situations; Listens and gets clarification; Responds well to questions.

Written Communication - Writes clearly and informatively; Presents numerical data effectively; Able to read and interpret written information.

Teamwork - Balances team and individual responsibilities; Exhibits objectivity and openness to others' views; Gives and welcomes feedback; Contributes to building a positive team spirit; Puts success of team above own interests; Able to build morale and group commitments to goals and objectives; Supports everyone's efforts to succeed.

Judgement - Exhibits sound and accurate judgment; Supports and explains reasoning for decisions; Includes appropriate people in decision-making process; Makes timely decisions.

Motivation - Demonstrates persistence and overcomes obstacles.

Planning/Organizing - Prioritizes and plans work activities; Uses time efficiently; Plans for additional resources.

Professionalism - Approaches others in a tactful manner; Reacts well under pressure; Treats others with respect and consideration regardless of their status or position; Accepts responsibility for own actions; Follows through on commitments.

Quality - Demonstrates accuracy and thoroughness; Looks for ways to improve and promote quality; Applies feedback to improve performance; Monitors own work to ensure quality.

Safety and Security - Observes safety and security procedures; Determines appropriate action beyond guidelines; Reports potentially unsafe conditions ; Uses equipment and materials properly.

Adaptability - Adapts to changes in the work environment; Manages competing demands; Changes approach or method to best fit the situation; Able to deal with frequent change, delays, or unexpected events.

Attendance/Punctuality - Is consistently at work and on time; Ensures work responsibilities are covered when absent.

Dependability - Follows instructions, responds to management direction; Takes responsibility for own actions; Keeps commitments; Commits to long hours of work when necessary to reach goals..

Initiative - Looks for and takes advantage of opportunities; Asks for and offers help when needed.

Qualifications To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

Education and/or Experience

One year certificate from college or technical school; and/or 5 years minimum related experience in diesel engine and farm equipment repair.

Language Skills

Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals. Ability to write routine reports and correspondence. Ability to speak effectively before groups of customers or employees of organization.

Mathematical Skills

Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to compute rate, ratio, and percent and to draw and interpret bar graphs.

Reasoning Ability

Ability to apply common sense understanding to carry out instructions furnished in written, oral, or diagram form. Ability to deal with problems involving several concrete variables in standardized situations.

Certificates, Licenses, Registrations

Current valid driver's license
CDL license preferred but not required.

Physical Demands The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this Job, the employee is regularly required to stand; walk; use hands to finger, handle, or feel; reach with hands and arms; climb or balance; stoop, kneel, crouch, or crawl

abilities required by this job include close vision, peripheral vision, depth perception and ability to adjust focus.

Work Environment The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this Job, the employee is regularly exposed to moving mechanical parts. The employee is frequently exposed to high, precarious places; fumes or airborne particles; outside weather conditions and risk of electrical shock. The employee is occasionally exposed to toxic or caustic chemicals and vibration. The noise level in the work environment is usually moderate.

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.