



## Bus Mechanics

**Join our Outstanding Team of Maintenance Professionals to Maintain Our Fleet of Diesel, Hybrid, and Electric Buses.**



**At our State-of-the Art facility, 665 Cottage Street, Springfield, MA 01104**

### Qualified Candidates Have:

- Recent and relevant diesel mechanic experience preferred. Will consider well qualified automotive mechanics.
- Availability to work full-time: The initial 90-day training period typically occurs on the first shift. Upon completion of training, the normal work shift is likely to be second shift (4 p.m. - 12:00 midnight). Shifts and days off are based on seniority.
- A high school diploma, G.E.D., or equivalent.
- Reliable with strong work ethic and safe driving record.
- Own standard mechanical hand tools and a mobile storage cabinet.
- A desire to succeed.

### Selected Candidates Enjoy:

- ✓ Competitive Wages –Starting wage is \$26.75 per hour with potential to advance up to over \$31.00 per hour after one year. Even higher earning potential through ASE testing and/or time in service.
- ✓ Fully Funded Pension Retirement Plan and 401K
- ✓ Premium Health Insurance and Benefits Package
- ✓ Generous Annual Safety, Tool, & Shoe Allowance, currently at \$875 per year.
- ✓ On-site Employee Fitness Center
- ✓ Company sponsored CDL Training Program
- ✓ Employee Bus Pass, Guaranteed full-time hours & opportunity for overtime.
- ✓ Internal opportunities for growth

**Position Summary:** This position performs repairs and replacement of diesel and gasoline engine accessories as required; rebuilds engine parts and other vehicle parts including brakes; repairs all vehicles (gas and diesel) including repairs to air conditioners; makes road calls by driving a service truck or bus; assists mechanics in troubleshooting vehicular problems including electrical systems, engines, etc.; learns and applies diagnostic, troubleshooting and repair skills; and assumes additional responsibilities as required.

High School diploma or G.E.D. is required; must possess at least one year of experience in repair of diesel and gasoline powered vehicles, or a degree in Automotive Service Technology or Agricultural/Diesel Service Technology (or directly related field) from an approved college, or equivalent combination of education and experience. Must be experienced in the use of tools to perform mechanical work.

Must possess own standard mechanical hand tools and a mobile storage cabinet for their containment. A Class A or B (with "P" endorsement and no airbrake restriction) Commercial Driver's License is strongly preferred or ability to successfully complete company sponsored CDL training, normally within initial 90-day probationary period; a valid MA driver's license in good standing is required at time of hire. Must be willing to work shift hours and days as assigned.

**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 accommodation may be made to enable individuals with disabilities to perform the essential functions. Operating a bus/van is an essential function of the job.

*Hearing/Talking:* Listening and talking (communicating) are essential to performing this job. Must be able to hear and understand normal speech, as some job information is received verbally. Must be able to hear environmental sounds such as engine noises, brake noises, etc., to assist in trouble-shooting mechanical problems. Must talk to other employees in person and on two-way radio.

*Mobility:* Sits while operating buses/vans, service vehicles, and forklift approximately 10% of workday. Stands and moves freely around the garage while performing work duties 50% of the work time. Stoops or bends approximately 10% of work time. Climbs in and out of buses/vans and automotive work pit 10% of the work time. Crawls (sometimes in tight spaces) 5% of the work time. Lays horizontally while working when necessary.

*Lifting:* Lifting is an essential part of this job. Regularly lift tools and parts up to 50 lbs. Lifts hood and compartment doors on buses/vans, etc. Pushes/pulls tool cart, etc. weighing up to 75 lbs.

*Visual Requirements:* Must be able to read and comprehend written material and distinguish material using close-up vision, for example, to read service manuals, blueprints and electrical schematics. Depth perception, peripheral vision, distance vision, and color perception are required for driving. Color vision is essential to distinguish chemical codes which are represented by color, distinguishing gauges of wire, etc.

*Dexterity:* 95% of work time involves extensive use of hands and fingers. Use of fingers is extensive, for example, when removing/replacing nuts and screws from mechanical parts and performing other necessary repair and maintenance functions. Reaching and grasping are involved approximately 80% of work time. Reaches overhead frequently while working underneath vehicles. Grasps hand tools such as wrenches, screw drivers, operating the fork-lift controls, vehicles, bus door controls, two-way radio, etc. Feels with the fingertips regularly, for example to determine if a part is worn.

*Emotional/Psychological Factors:* Stressful situations occur occasionally, for example, handling road emergencies. Deals with public occasionally, for example when doing a service call on a bus/van in service. Decision making skills are used regularly, for example, to trouble-shoot mechanical equipment. Certain tasks required concentration. Requires the ability to deal with multiple tasks. Must be able to handle frequent interruptions.

**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. Noise level is usually loud--multiple diesel engines, pneumatic tools, etc. Exposure to outdoor weather extremes occurs frequently. Regular exposure to diesel fumes. Regular exposure to dust and dirt. Regular exposure to wet, oily conditions.