

Lead Heavy Duty Vehicle Technician

About Us

Coleson Truck & Trailer Repair operates and maintains Coleson Freight Carriers Ltd. heavy duty vehicle fleet (trucks, trailers, specialized equipment) and provides repair/maintenance services to external clients. We are committed to safety, reliability, and high technical standards. We're seeking a skilled and experienced lead mechanic to run the shop, maintain our internal fleet, and manage outside jobs.

Position Summary

As Lead Heavy Duty Vehicle Technician, you'll be the technical lead in our shop. This full-time, day-shift position operates Monday to Friday (44 hours per week). You will perform diagnostics, maintenance, repairs, and inspections on heavy trucks and equipment, with the bulk of your time split between our internal fleet and external client work. You'll also supervise other mechanics, manage shop workflow, oversee parts inventory, ensure regulatory compliance, and interface with clients.

Key Responsibilities & Duties

- Perform hands-on maintenance, diagnostics, repair, and troubleshooting of heavy-duty diesel vehicles — including engines, transmissions, differentials, axles, brakes, air systems, hydraulics, steering/suspension, exhaust/emissions, electronics, wiring, etc.
- Lead preventive maintenance (PM) programs for the internal fleet: schedule inspections, routine servicing (fluids, filters, belts/hoses, tires), recordkeeping to reduce breakdowns.
- Supervise, mentor, and support other mechanics/technicians; assign tasks, review work quality, aid in difficult diagnostics.
- Plan, schedule, and prioritize shop jobs (internal vs external client work) to meet turnaround targets, optimize throughput, and balance workload.
- Estimate labor and parts, prepare quotes for external clients, and maintain clear communication on job progress and costs.
- Maintain parts, tools, and supplies inventory; order parts, control costs, track usage and stock levels.
- Maintain repair records, job logs, maintenance history, parts usage, labor hours, and reports.
- Perform field / roadside repairs when required (emergency breakdowns).
- Enforce safety protocols, shop cleanliness, and ensure compliance with OHSA, environmental, and regulatory standards.
- Oversee inspection and certification for MTO, CVOR, and vehicle safety standards.

- Recommend replacement, upgrades, or decommissioning of fleet assets.
- Liaise with external customers: scope jobs, explain repairs, manage client expectations, ensure satisfaction.

Education & Certification

- Secondary school diploma or equivalent (Ontario Secondary School Diploma or equivalent).
- Certificate of Qualification in the Truck and Coach Technician (310T) trade from Skilled Trades Ontario.
- Valid Class AZ Ontario driver's license.
- Clean driving record, CVOR / abstract.

Experience & Technical Skills

- 5+ years of heavy vehicle / diesel mechanic experience on trucks, trailers, and related systems.
- Experience in diagnostics, repairs, preventive maintenance, electronics, hydraulics, air systems, and emission systems.
- Prior supervisory or lead role experience is preferred.
- Familiar with parts procurement, cost control, and quote preparation.
- Excellent diagnostic and troubleshooting skills with familiarity with scan tools, schematics, service manuals, and maintenance software.
- Technician must have their own complete set of tools. The shop will provide certain specialty or heavy-duty tools as required.
- Physically able to lift heavy components, work in confined spaces, and perform demanding mechanical tasks.
- Willing to respond to emergency calls or field breakdowns.

Leadership & Personal Skills

- Strong leadership, coaching, and team management abilities.
- Good communication and customer service skills for client interactions.
- Organizational, planning and prioritization skills.
- High reliability, integrity, safety mindset, and attention to detail.

Compensation & Benefits

- Competitive hourly wage plus overtime, \$40-\$48 per hour depending on experience
- Benefit package (health, dental, vision)
- Paid leave, vacation, statutory holidays