



## Position Description

Vacancy Title: **Heavy Equipment Mechanic**

Location:

Reports To: **None**

### Objective

Ensure heavy equipment operates safely, reliably, and without disruption across stevedoring, warehousing, and hauling operations. Deliver timely inspections, repairs, and overhauls in line with safety standards and manufacturer requirements. Reporting To Maintenance Supervisor Location As assigned

### Outcomes

#### Organisational Stakeholders

#### 1. Equipment Availability and Reliability

Outcome: Heavy equipment remains operational and fit for purpose.

- Conduct scheduled and ad hoc inspections.
- Identify mechanical, hydraulic, and electrical faults early.
- Apply manufacturer service standards consistently.
- Reduce unplanned downtime through proactive maintenance.

#### 2. Fault Diagnosis and Repair

Outcome: Equipment faults are accurately diagnosed and rectified.

- Use diagnostic tools to isolate faults.
- Strip, repair, and reassemble engines, transmissions, hydraulics, and electrical systems.
- Replace worn or defective components promptly.
- Test equipment post-repair to confirm safe operation.

#### 3. Major Overhauls and Component Rehabilitation

Outcome: Critical components achieve extended service life.

- Perform full overhauls on engines, transmissions, and hydraulic systems.
- Restore performance to required operating standards.
- Coordinate repair sequencing to limit operational impact.

#### 4. Welding and Fabrication

Outcome: Structural and component integrity is restored.

- Complete welding and fabrication work to required specifications.
- Produce custom parts where standard replacements are unavailable.
- Ensure weld quality meets safety requirements.

#### 5. Safety and Compliance

Outcome: Work is completed without incident or injury.

- Follow workplace health and safety procedures at all times.
- Use PPE correctly and consistently.
- Identify and report hazards immediately.
- Maintain safe work areas in workshops and field locations.

#### 6. Records and Documentation

Outcome: Maintenance records support compliance and planning.

- Complete maintenance and repair logs accurately.
- Record parts used, labour time, and service history.
- Support audits and maintenance planning through clear documentation.

### Responsibilities - Key Competencies

Competence	Description
<b>Business</b>	
Risk Management	Analyse and manage risk.

Competence	Description
Planning	Deliver results by developing, reviewing or following a work plan, action plan or operational plan.
Resource Management	Deliver results through the efficient and effective allocation and use of supplies , equipment and people.
Systems and Procedures	Develop and/or apply procedures to assist the organisation achieve its goals.
Information Analysis	Make informed decisions by collecting and interpreting data and information
Documentation	Communicate using formal business writing.
Communication	Exchange information through verbal communication

#### People

Team Orientation	Work in a team towards a common aim.
Facilitation	Assist the progress of work ensuring its timely and effective completion.

#### Professional

Technical Strength	Demonstrate knowledge of a specialist discipline.
Compliance	Comply with relevant laws and the policies and procedures of the organisation.

#### Operational

Equipment Operation	Control the operation of specialised equipment, plant or vehicles to satisfy the demands of the assignment.
Maintenance	Monitor and/or maintain equipment, plant or vehicles in sound operating order.

## Qualifications

Qualification	Discipline	Notes
<b>Preferred</b>		
Other	Other related discipline	Recognised heavy equipment mechanic trade qualification or licence.

## Work Knowledge and Experience

Secondary education or equivalent.

Proven experience maintaining heavy machinery in industrial settings.

Physical and Work Environment Requirements -Manual handling of heavy components. -Work in workshops, yards, and outdoor environments. -Exposure to noise, grease, machinery, and weather conditions. -Availability for overtime or emergency repairs when required.

Skills and Capabilities -Advanced diesel engine and hydraulic system knowledge. -Strong electrical and transmission repair skills. - High diagnostic accuracy and problem-solving ability. -Competence with hand tools, power tools, and diagnostic equipment. - Ability to read technical manuals, schematics, and service bulletins.

## Requirements

### Other Required Requirements

No other required items found.

## Interactions

Type	Interaction	Comments
<b>Internal</b>		
	Maintenance Supervisor for work allocation, priorities, and escalation.	
	Operations staff to coordinate equipment availability and downtime.	
	Equipment operators to receive fault reports and provide handover updates.	
	Health and Safety personnel to manage hazards and incident controls	
	Stores or procurement staff to source parts and consumables.	
<b>External</b>		

Type	Interaction	Comments
	Equipment suppliers for technical guidance and parts specifications.	
	Service contractors for specialist repairs or inspections.	
	Regulators or inspectors during audits or compliance checks.	

## Attributes

### Behavioural Styles

- Accountable: Assumes full responsibility for own actions and identifies with the success or failure of own part of the overall work/goal.
- Detail oriented: Attends to the small elements of a task/activity, ensuring completeness and accuracy.

### Interpersonal Styles

- Objective: Impartial and honest in dealings with others, eliminating own feelings and view to reach a balanced judgement.
- Team Oriented: Enjoys being with others as part of a group or team.

### Thinking Styles

- Disciplined/Systematic: Is controlled in conduct, shows an orderly pattern of behaviour, following a methodical and thorough approach.
- Imaginative: Generates ideas and images, showing creativity.

## How To Apply

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## Contact for Enquiries

Contact Name: Elizabeth Cama

Contact Email: elizabeth@maxumise.com

Further Contact Information: --

**Closing Date: 18 Jan 2026**