



BANDERA ELECTRIC COOPERATIVE

Bandera Electric Cooperative (BEC) Fleet Department is now hiring a Heavy Fleet Mechanic

Come join us at Bandera Electric Cooperative (BEC) and BEC Fiber, where we are lighting the grid to empower our members!

Help us Reimagine Rural America!

Bandera Electric Cooperative proudly distributes electricity to more than 28,000 members and more than 39,000 active meters across seven counties in Central Texas. BEC Fiber, a division of Bandera Electric Cooperative, began offering 100% fiber broadband in 2017 and currently provides fiber internet service to more than 10,500 subscribers in eight counties in the Texas Hill Country.

Why work for BEC?

We offer Highly Competitive Wages and a Generous Benefit Package!! Health, Life and Disability Benefits (no waiting period – benefits start on first day)

- Medical, Dental and Vision plans
- Health Savings Account (HSA) with a *generous employer contribution of \$3,250 for Individual medical coverage and \$6,500 for Family medical coverage*
- Company-paid Employee Life insurance and Business Travel insurance
- Short- and Long-term disability plans

- Supplemental Life and AD&D insurance options

Retirement Benefits

- 401(k) employer match
- Pension plan

Additional Benefits

- PTO – Accrue 180 hours/4.5 weeks of PTO per year to start
- 10 Paid holidays
- Tuition reimbursement
- Gym reimbursement for you and your spouse

Our Fleet department is looking for a **Heavy Fleet Mechanic**, who will be responsible for the general maintenance and repair of all BEC vehicles, generators, and fuel pumps while also maintaining an on-site fuel station and performing State and DOT (Department of Transportation) inspections. The individual in this role will partner with outside vendors, including subcontractors and parts suppliers, to include fleet-related invoices and uploading files related to fleet assets.

Essential Job Duties

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

- Manage fleet repairs through troubleshooting and utilizing a vehicle diagnostic analyzer
- Find cost-efficient ways of making repairs to the fleet, including repairs on mowers, trailers, generators, and hydraulic systems
- Maintain an on-site fuel station with minimal interruption or downtime
- Maintain the cleanliness of the work area by regularly cleaning and organizing the shop
- Ensure that necessary supplies and materials are readily available and stocked

- Perform State and DOT (Department of Transportation) inspections on trucks and trailers, as required
- Perform data entry and upload specific files related to fleet assets
- Navigate through NISC (National Information Solutions Cooperative) module and Mitchell Pro, and Truck demand diagnosis databases
- Work with outside vendors, including subcontractors and parts suppliers, while coordinating with our upfitter on specifications for new fleet arrivals
Submit purchase orders (POs) and requisitions for approval on required parts and repairs
- Ensure other equipment records and maintenance plans such as mowers, trailers, generators, and hydraulic systems are maintained
- Coordinate fleet service requests so that minimal downtime and impact to operators
- Other duties as assigned

Knowledge, Skills, and Abilities

- Knowledge in managing fleet repairs and maintenance
- Proficient in diagnosing, troubleshooting, and making repairs on vehicles, mowers, trailers, generators, and hydraulic systems
- Knowledge, skill, and ability to prioritize fleet repairs to effectively and efficiently keep all fleet operations flowing with minimum downtime
- Strong communication and coordination skills when working with outside vendors, including subcontractors and parts suppliers
- Skill and ability to use the following: computers, diagnostic scanning tool, A/C recovery/refrigerant machine, multi-meter, torch, plasma cutter, and welding machine
- Ability to work under pressure and meet deadlines

Qualifications and Requirements

Education:

- High school diploma or equivalent
- Associate degree in automotive technology or Associates Degree in Diesel Technology preferred
- Forklift Certification
- CPR/First Aid Certification
- Understanding and troubleshooting hydraulics EPA 609 Certification
- State Inspection Certification
- DOT Inspection Certification

Experience:

- 5 to 10 years of experience in an equivalent position

Additional Requirements:

- Must pass a background and drug screening
- Must pass a DOT driving record check and DOT Physical
- Valid Texas CDL-A Drivers' License

Working Conditions:

This position requires working indoors and outdoors under varying weather conditions (temperatures from 32 degrees or below to 100 degrees and above). This work includes the risk of fire or explosion, risk of electrical shock, fumes, or airborne particles, toxic or caustic chemicals, and/or loud noise level exists. May also involve vibration, glare, moving objects, working at heights, slippery surfaces, congested area, and sharp surfaces. While working, mental demands may include working on multiple and complex tasks in a fast pace working environment with attention to detail, performing simple and repetitive tasks, controlling one's own pace and plan of work, working under close supervision, and following instructions, influencing people, working overtime, reading, working alone

and in groups, and traveling. Tobacco free environment.

Physical Requirements:

This position requires the following physical requirements on a frequent and constant basis: walking, standing, bending forward, twisting, reaching above shoulder level, below chest level, and/or chest-to-shoulder level, elbow extension, wrist extension and rotation, the twisting and tilting of the neck, and also frequent crouching, squatting and kneeling, and the ability to exert force up to 100 lbs. Sensory demands include hearing, speech, color vision, near vision, spatial perception, tactile and smell.

Apply for this position, and submit resumé at
<https://banderaelectric.bamboohr.com/careers/151>