

Job Description

Title

Dismantler

Our VISION...

is to be an engaging resource committed to continually searching for ways to add value to our customers, to our staff, and to our community.

Terms

Full-time, Permanent

Location

2126 Rd 120 St. Marys, Ontario

Reports To

Yard Supervisor

Summary

The purpose of this job is to process used inventory coming in by way of storage and dismantling units for sale. Also to complete jobs assigned within the purview of yard maintaining and inventory and sourcing parts from the yard for the sales staff. Complete jobs that are assigned to you by management in an effort to cross-train in various departments and tasks. The right applicant will have the opportunity to grow into a leadership role in this department.

Job Duties

- Receive and dismantle tractors, attachments, and light industrial units as directed.
- Search for parts in the 15 acre yard.
- Scrap out units (dismantle).
- Storage maintenance of parts and dismantled units.
- Basic facility maintenance.
- Interact professionally with other departments.
- Ensure that workspace is clean and professional at all times.
- Fulfill the objectives of the sales team.
- Maintain all safety protocol and policy as laid out by the government and as mandated by Fawcett Tractor Supply Ltd.
- Willing to go above and beyond the minimum expectation in all areas; team work, time management, professionalism, self-development.
- Other duties as required.

Requirements

- Must be able to work in Canada
- Must have transportation to and from work **no public transit nearby*
- Must have own tools for dismantling units

- Must have Grade 1 protective toe safety footwear [“green patch”]
 - Partial compensation for the purchase of work boots/shoes available annually
- Professional development
 - Must have completed high school or equivalent
 - *Post-secondary courses an asset but not required*
 - Must be able to read and write English proficiently
 - Must be able to use a computer and certain software proficiently if desiring to take on leadership roles
 - Experience around equipment an asset
 - *Mechanical or agricultural and asset but not required*
 - Ability to process paperwork in a quick, efficient, and sensitive manner
 - Ability to handle information, company, customer, and co-worker, information with sensitivity
 - Willing to maintain a continuous attitude of development
- Personal Development
 - Ability to problem solve; thinking on your feet within the scope of your position – independent worker
 - Good communication skills
 - High standard of professionalism
 - Work well with others
 - Safety-minded
 - Organizational skills
 - Willing to maintain a continuous attitude of development

Working Conditions

- Corporate Culture:
 - Department / team atmosphere with direct links to every other department
 - Hierarchy: Employee → Supervisor → Manager
 - We prioritize dedication to the company and your team
 - We encourage growth and development
 - We appreciate family values
 - We incorporate luncheons and activities into our workplace culture
 - We are a small, family business attempting to provide good jobs and services
- Time:
 - 40-44 hours per week.
 - 30 minutes unpaid lunch break
 - Overtime only allowed during the weeks of a Saturday shift (over 44 hours/week)
 - Monday to Friday, 8am to 5pm, with occasional half-Saturdays during peak season, 8am to 12noon.
 - Vacation time permitted only after one year of continuous employment
- Remuneration:
 - Starting wage is dictated by:
 - Experience in the field or related fields
 - Condition of employment
 - Market sustainability at the point of hire



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- A wage increase may be negotiated at the point of hire
- Benefits:
 - Graduated vacation accrual: 2 weeks – 4 weeks over a period of 15 years
 - Vacation wage currently paid on every pay cheque
 - Extended Health, Dental and Vision Benefits, mandatory enrolment **non-negotiable benefit*
 - Pension, voluntary enrolment **non-negotiable benefit*
- Physical Demands:
 - A lot of heavy, physical effort: carrying/lifting heavy items, transferring/lifting or pushing items
 - Average weight: 10-50lbs
 - *Must be able to handle with no assistance*
 - Regular visual effort: concentrated reading of documentation, close viewing of computer displays or searching for serial plates/numbers.
 - Regular manual dexterity/coordination: hand/eye movements, motor control, some computer work
 - A lot of heavy, physical effort: carrying/lifting heavy items, transferring/lifting or pushing items. Assistance available when necessary.
- Regularly dealing with:
 - Simultaneous multiple demands that must be attended to on the spot
 - Work requiring attention to detail, subject to frequent interruptions that require immediate attention
 - Peak periods requiring an accelerated work pace over which you have no control, or deadlines creating pressure
 - Humid and hot in the summer, cool in the winter
 - Going in and out of temperature-controlled areas
 - Specific work space has very limited temperature control in the summer
 - Noisy and dusty, dirty
 - Interaction with various departments, customers, and third party affiliates
 - Interaction with large machinery or equipment
 - Occasional situations of conflict or contentious interactions