



Hy-Line International

JOB TITLE: Facility Maintenance Technician

LOCATION: Hy-Line International

INCUMBENT: Multiple

DEPT: Research & Development

REPORTS TO: Research Farm Manager

STATUS: Non-Exempt

Created: August 2021

Revision Date(s): June 2025

Statement of Purpose: A Facilities Maintenance Worker performs a variety of routine and semiskilled tasks involving general maintenance of company facilities, equipment, and grounds.

- Perform general maintenance in the facility
- Performs basic electrical repair and maintenance using appropriate hand, power, and specialty tools. (Replacing switches, lights, disconnect/reconnect motors, and troubleshooting)
- Performs minor plumbing maintenance (e.g., replacement or repair of leaks in drains, faucets, unclogging of drains, replacing drain hoses, on washers and similar devices, etc.).
- Performing routine carpentry work
- Perform preventive maintenance on heating, ventilation, and air conditioning system
- Perform general housekeeping
- Must be customer service orientated
- Upgrade with new equipment/technology
- Work with outside contractors
- Comply with safety and audit standards
- Work independently under limited supervision (self-management)
- Maintain maintenance and scheduling reports
- Inspect building or other structures to determine functional systems and detect malfunctions to ensure preventative maintenance is completed.
- Must be able to work flexible hours when required
- Other duties as assigned

COMPETENCY and KNOWLEDGE REQUIREMENTS

- 2-year mechanical degree and 2 years working experience in facility maintenance or 4+ years of manufacturing experience; strong hydraulic, pneumatic, mechanical, and industrial skills with some PLC experience and HVAC.
- Basic understanding of electrical, plumbing and carpentry
- Proficient with MS Office: Word, Excel, and able to use internal quality programs
- Ability to communicate professionally with people at all levels of the organization
- Experience with cooling units (e.g., refrigeration systems) and forced air and radiant heating units.
- Experience with conveyers (e.g., motors, gearboxes, belting, rollers, and controls).
- Experience with electrical systems (AC/DC, installation, lighting controls, sensors, probes, flow meters, tools, and troubleshooting)
- Experience with gearing and gear boxes (rebuilt, ordering parts, machining parts, troubleshooting).
- Experience with preventative maintenance (computerized scheduling, charts/data).
- Experience with schematics (e.g., electrical blueprints with switches, starters, maps, relays)

Description of Physical and Mental Demand

Position: Maintenance Technician	Department: Production
Developed by: HR	Date Created/Revised: March 2021

Physical Demands					
On the job time is spent in the following physical activities. The amount of time spent for each physical activity is indicated below					
	None	Up to 10%	Up to 30%	30% - 60%	More than 60%
Standing				x	
Walking				x	
Sitting		x			
Talking and/or Hearing					x
Using hands to handle, feel					x
Kneeling		x			
Squatting		x			
Crouching		x			
Crawling		x			
Reaching overhead			x		
Reaching forward			x		
Tasting or Smelling		x			
Climbing Stairs		x			
Rotating Trunk		x			
Flexing Trunk		x			

Repetitive Motion					
On the job time requires the following hours of repetitive activities:					
	0	1 - 2	3 - 4	5 - 6	7 +
Repetitive use of foot control		B			
Repetitive use of hands		B			
Grasping: simple/light		B			
Grasping: firm/heavy		B			
Fine dexterity		B			

R = Right, L = Left, B = Both

Work Environment Conditions					
This job requires exposure to the following environmental conditions. The amount of time spent in these conditions is indicated:					
	None	Up to 5%	Up to 30%	30% - 60%	More than 60%
Wet, humid (non-weather)	x				
Near moving mechanical parts			x		
Fumes or airborne particles			x		
Toxic or caustic chemicals		x			
Outdoor weather conditions			x		
Extreme cold (non-weather)	x				
Extreme heat (non-weather)	x				
Risk of electrical shock		x			

This position requires that weight be lifted:

	None	Up to 10%	Up to 30%	30% - 60%	More than 60%
Up to 10 pounds		x			
Up to 25 pounds		x			
Up to 40 pounds		x			
Up to 50 pounds		x			
Up to 75 pounds		WA			
Up to 100 pounds		WA			
More than 100 pounds		WA			

FH = Floor to Waist, H = Horizontally, O = Overhead, WA = With Assistance

This position requires that force be exerted by pushing/pulling:

	None	Up to 10%	Up to 30%	30% - 60%	More than 60%
Up to 10 pounds			x		
Up to 25 pounds			x		
Up to 50 pounds		x			
Up to 100 pounds		WA			
More than 100 pounds		WA			

WA = With Assistance

The typical noise level is:

- ☐ Very Quiet
☐ Quiet
☒ Moderate Noise
☐ Loud Noise
☐ Very Loud Noise

Hearing Requirements:

- ☒ Ability to hear equipment alarms
☒ Ability to hear person call
☒ Ability to hear instructions from employees or leaders

VISION REQUIREMENTS:

- ☒ Close vision (clear vision at 20 inches or less)
☒ Distance vision (clear vision at 20 ft or more)
☒ Peripheral vision (ability to observe an area that can be seen up and down or to the left and right while eyes are fixed on a given point)
☐ Depth perception (3-dimensional vision, ability to judge distance and spatial relationships)
☐ Ability to adjust focus (ability to adjust the eye to bring an object into sharp focus)
☐ No special vision requirements

OTHER PHYSICAL/MENTAL DEMANDS:

- ☐ Travel is required:
 - ☐ less than 50% of the time
 - ☐ 50% of the time
 - ☐ More than 50% of the time☒ High volume workload
☐ Mentally stressful conditions
 - ☐ 25% or less of the time
 - ☐ 25-50% of the time
 - ☐ More than 50% of the time☐ Other:

Reasonable accommodations will be considered to enable individuals to perform the essential functions of the position

I have received a copy of my position description, the responsibilities and requirements of the role and the physical/mental demands of the position. I acknowledge that I am able to perform all of the duties stated with or without reasonable accommodation. Further, I understand I am responsible for notifying my employer if any reasonable accommodations are required for me to perform my duties and responsibilities as outlined.

Employee Signature

Date Signed