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## Summary

### Job Title

A&P/IA Mechanic

### Department

Maintenance

The **A&P/IA Mechanic** performs and documents routine inspections and repairs, completes scheduled maintenance, and carries out any testing necessary for safety and regulatory compliance. Other duties will include supporting restoration projects as needed.

The ideal candidate has field experience, preferably in aircraft restoration or a related area, and an FAA aircraft and engine mechanic license with inspection authorization.

Reports to: **Aircraft Maintenance Manager**

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## Key Responsibilities

### RESULTS

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#### Quality of Work

20%

- Works efficiently and independently with minimal supervision
- Completes and maintains all required paperwork, records, and documentation, etc.
- Seeks out opportunities to build new skills and develop work quality

#### Project/Task Management

20%

- Works at a reasonable pace and within defined quality standards to ensure timely completion
- Identifies the most efficient way to safely complete their scheduled assignments
- Displays reliable attendance and schedules time-off with advance notice

#### Responsibility

20%

- Displays the basic repair and restoration knowledge needed to complete assigned tasks
- Takes good care of the equipment under their responsibility and performs any necessary preventive maintenance on schedule
- Provides feedback to improve productivity and shop systems as company grows

#### Regulations & Safety

15%

- Always correctly uses the proper personal protective equipment
- Maintains safe work habits and completes required safety training in a timely manner
- Aware of their surroundings and avoids potential hazards or dangerous situations

<b>Organization</b>	<b>15%</b>
Maintains clean and orderly conditions in assigned work area Organizes all tools, fixtures, and equipment so they are easily accessible	
<b>Continuous Improvement</b>	<b>10%</b>
Identifies and suggests ways for the company to eliminate waste and improve quality Effectively assists with implementing and supporting improvements in processes	
<b>Total</b>	<b>100%</b>
<b>CORE VALUES</b>	

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<b>Teamwork</b>	<b>20%</b>
Places the importance of the team's common goals above their individual achievement Contributes to an environment of free flowing communication that helps us collaborate Works well with others and supports the people on their team	
<b>Integrity</b>	<b>20%</b>
Does the right thing, even when no one is looking Honors commitments and accepts responsibility for their actions Demonstrates personal accountability to co-workers by fulfilling their role on the team	
<b>Excitement</b>	<b>20%</b>
Displays energy, passion, and enthusiasm for their work Shows a strong desire to learn new things and improve their professional skill set Seeks out and uses new technology or ideas to improve the effectiveness of their work	
<b>Stewardship</b>	<b>20%</b>
Embraces a responsibility to preserve history, honor veterans, and serve our community Completes work in a responsive manner to ensure our customers receive reliable and dependable services Focuses on customer-oriented actions that will build strong, long-term relationships	
<b>Quality</b>	<b>20%</b>
Does their part to maintain world class craftsmanship and service for our customers Does not cut corners or take shortcuts; completes the job right the first time Takes pride in their work and holds themselves to a very high standard of performance	
<b>Total</b>	<b>100%</b>

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## Requirements

### Roles, Responsibilities & Expectations

- Responsible for handling aircraft
- Must be able to perform aircraft maintenance and annual inspections
- Must be able to demonstrate the ability to stay on budget and meet deadlines
- Responsible for keeping work area clean at all times
- Responsible for accurately completing all required paperwork
- Must be familiar with standard concepts, practices, and procedures within the aircraft maintenance field
- Relies on extensive experience and judgment to plan and accomplish goals

- Performs a variety of complex tasks

The FAA requires mechanics working on airplanes to be certified. Requirements to be a certified mechanic through the FAA for a U.S. citizen include:

- Be 18 years old or older
- Be fluent in English
- Meet experience requirements (18 months on airframes or powerplants, or 30 months of combined experience) or graduate from an FAA-approved school
- Pass written, oral, and practical tests