



# AVOCADO THE WORLD'S MOST ADVANCED NETWORK



**JOB TITLE:** MAINTENANCE TECHNICIAN  
**REPORTS TO :** MAINTENANCE PRODUCTION MANAGER  
**DEPARTMENT :** MAINTENANCE  
**LOCATION :** OXNARD, CA

We've grown to become the world's leader in producing, sourcing, distributing and marketing fresh Hass avocados. As a vertically integrated and public company, our total focus is avocados. We provide customers in over 25 countries with the complete package—year-round supply, global availability, and value-added services.

Our partners are passionate and experienced growers from the most ideal avocado growing regions in the world. To supply customers with the world's finest avocados, we operate packing facilities in five countries and own 11 regional ripening centers worldwide. Our distribution centers and transportation capabilities ensure peak eating-quality avocados from the tree to the customer. And when it comes to food safety, we adhere to the Good Agricultural Practices (GAP) program and Good Harvesting Practices (GHP). We proudly share responsibility with our growers to ensure total satisfaction for our customers.

## JOB SUMMARY

Under general supervision, assist with the electrical/mechanical systems and equipment including inspections, repairs, installations, modifications, preventive maintenance, and documentation.

## ESSENTIAL DUTIES & RESPONSIBILITIES

- Perform technician skills including but not limited to mechanical, electrical, controls, troubleshooting, and repair of production equipment/machines
- General Maintenance:
  - Perform a variety of general maintenance functions in accordance with blueprints, layouts, schematics of circuits and controls, and written or verbal instructions. Determine the root cause of a breakdown and correct the problem
- Preventative Maintenance:
  - Responsible for preventive maintenance of production, equipment, facilities support equipment, and shop machinery
- Work with other cross functional groups/departments in support of continuous improvement activities for productivity and yield enhancement

- Perform safety inspections on all equipment to ensure safe operating conditions. Immediately report any unsafe conditions found
- Ensure maintenance personnel follow all safety rules and processes and act as safety role model for maintenance team and company
- Diagnose malfunctioning systems, etc., to locate the root cause of a breakdown and correct the problem
- Ensure continuous improvement towards compliance with all local, state, and federal codes
- Travel nationally as needed
- Perform other duties as requested

## MINIMUM QUALIFICATIONS & REQUIREMENTS

- High School Diploma
- Minimum of 1 to 3 years' experience as an electrician and/or mechanic in a production or manufacturing environment
- Excellent and proven ability to build and maintain cross functional relationships in team environment
- Strong ability to be hands-on, work independently, and remain self-motivated with minimal direct supervision
- Excellent interpersonal skills required to foster cooperation, teamwork, and to effectively communicate at all levels of the organization
- Proactive in identifying and/or being a part of teams focusing on continuous improvement and cost reduction
- Working knowledge of Microsoft Office Applications (e.g., Outlook, Word, Excel, etc.)
- Demonstrated knowledge of equipment and manufacturing safety procedures (e.g., lock out/tag out, reading MSDS, incident response procedures, etc.)
- Able to work extended hours and be flexible with working hours to accommodate business needs
- Maintain a valid driver's license
- Willing to travel
- Ability to read and understand plans and blueprints a plus

## WORKING CONDITIONS & DEMANDS

- Fast paced cold and wet environment
- Food facility requires food safe behavior
- Mitigating issues and conflicts with employees/contractors
- Standing, bending, kneeling, and crouching for prolonged periods of time
- Stand for an 8-hour shift
- Work in cold conditions from 38°F to 50°F
- Make decisions in a high stress environment
- Work with and around conveyors and other moving equipment

- Work at heights
- Able to lift 25 to 48 pounds to a minimum height of 36 inches
- Operating heavy machinery
- Lifting, pushing, pulling, and grasping while standing and kneeling
- Able to perform the essential function of the job with or without accommodation

