

**Journey Heavy Equipment Mechanic and Journeyperson Welder, Trades Apprentice, Trades Helper, Trades Person, Supervisory Journeyperson**

Occupational Family/Code – Building and Shop Trades: TAA, THE, TJM, TJW, TTH, TTP

Profile created: 2001 05

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Occupation Summary	Selection of Competencies	Knowledge	Skills	Personal Attributes
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**Journeyperson Heavy Equipment Mechanic (THE)**

Diagnose equipment problems and determine methods of repair, estimate materials and parts and time required. They repair and perform maintenance on heavy duty mechanical, hydraulic and pneumatic systems. They provide repair and maintenance advice to non-journey persons and equipment operators.

**Journeyperson Welder (TJW)**

Perform welding duties such as building or repairing metal equipment using arc and acetylene welding, silver soldering and brazing. Positions may require journeyperson status.

**Trades Apprentice (TAA)**

Performs work relating to a recognized trade program such as mechanics, carpentry, electrical, and welding while working towards a Journey Certificate.

**Trades Helper (TTH)**

Provides manual labour and semi-skills support to senior workers in the applicable trades (e.g. care and maintenance of trade related equipment, delivers materials, supplies, tools and equipment or carries out the installation/removal of machinery, materials and equipment).

**Trades Person (TTP)**

Performs the majority of the duties of a trade with the exception of those requiring journeyperson certification.

**Supervisory Journeyperson (TJM)**

Supervises journeyperson staff and performs journeyperson status duties in applicable trade.

- Travel may be required with the possibility of staying out overnight.



- Journeyperson papers in either Heavy Equipment, Truck and Transport, Agricultural Equipment Repair, Welding and Machining may be required.
- Driver's Licence Class 5 with the ability to upgrade to 1A may be required.



## Knowledge

Knowledge is the baseline of information acquired through work and life experiences, learning situations and formal education which enables an individual to perform from an informed perspective.

### Acts/Regulations/ Legislation

- Knowledge of the existence of relevant regulations and acts related to heavy equipment mechanical repair/welding/machining. **(Bring)**
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### Theories/Principles

- Knowledge of theories, principles and practices related to mechanical repairs. **(Bring)**
  - Knowledge of human resource management practices, including strategies to recruit, support and sustain a diverse workforce. **(Bring - Supervisor only/Learn)**
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### Skills

Skills are those demonstrated abilities, or proficiencies which one has learned from their past. These are acquired/developed from past work and life experience, including volunteer work, independent study, life events, community and leisure activities, and formal training.

Skills are demonstrable, measurable and are transferable from one situation to another.

### Communication

- Ability to deliver presentations, training sessions and meetings to promote programs and share information with clients and colleagues. **(Bring/Learn)**

*Personal attributes which may link with this skill statement include: confident, service oriented...*

- Ability to verbally and in writing provide clear and concise, accurate information in response to inquiries at a level appropriate to the recipient and in a timely manner. **(Bring)**

*Personal attributes which may link with this skill statement include: decisive, service oriented...*

- Ability to read, examine, comprehend and appropriately apply information and instructions from written materials. **(Bring)**

*Personal attributes which may link with this skill statement include: decisive, independent, attentive to detail...*

- Ability to accurately and concisely record, compose or edit various documents such as letters, memos, reports using correct grammar, spelling and punctuation for your own or other's signature. **(Bring/Learn)**

*Personal attributes which may link with this skill statement include: confident, positive...*

- Ability to actively listen to clients and colleagues who may be hostile, angry, rude, confused or frustrated in order to diffuse potentially threatening situations. **(Bring/Learn)**

*Personal attributes which may link with this skill statement include: approachable, positive, supportive...*



## Leadership

- Ability to guide, coach and encourage others to enhance their job performance and further develop their skills. **(Bring/Learn)**

*Personal attributes which may link with this skill statement include: supportive, positive, understanding...*

- Ability to provide clear, concise instruction on detailed tasks to individuals and/or groups of co-workers to enhance their skills and improve job performance. **(Bring/Learn)**

*Personal attributes which may link with this skill statement include: supportive, positive, decisive...*

- Ability to develop, coach, encourage staff and/or people under your direction, recognizing achievements to promote a healthy, productive and safe, harmonious work environment. **(Bring/Learn)**

*Personal attributes which may link with this skill statement include: supportive, understanding, positive...*

- Ability to guide and coach a diverse group of employees, that results in a team that can meet its goals and objectives, while maintaining a healthy, productive, respectful and safe work environment that is free of discrimination. **(Bring - Supervisor only/Learn)**

*Personal attributes which may link with this skill statement include: respectful, supportive, empathetic...*

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## Problem Solving

- Ability to collect and analyze relevant data to make accurate and timely decisions on a variety of repairs or issues. **(Bring)**

*Personal attributes which may link with this skill statement include: decisive, proactive...*

- Ability to diagnose technical problems associated with repairs to determine the cause of the problem and provide a workable solution in a reasonable time frame. **(Bring)**

*Personal attributes which may link with this skill statement include: independent, service oriented...*



- Ability to accurately identify problems, explore options and implement solutions using applicable acts and regulations, policies, standards and guidelines. **(Bring/Learn)**

*Personal attributes which may link with this skill statement include: resourceful, attentive to detail, innovative...*

- Ability to identify, propose and/or contribute to the development of new ideas and approaches to improve work processes and systems. **(Bring/Learn)**

*Personal attributes which may link with this skill statement include: innovative, resourceful...*

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### Interpersonal

- Ability to develop and maintain positive work relationships with co-workers, managers, suppliers and other stakeholders. **(Bring)**

*Personal attributes which may link with this skill statement include: flexible, tolerant, understanding...*

- Ability to influence, persuade and convince others to reach mutually acceptable and workable solutions/agreements. **(Learn)**

*Personal attributes which may link with this skill statement include: positive, approachable, understanding...*

- Ability to interact diplomatically to determine or mediate a solution when encountering difficult or confrontational clients or colleagues. **(Learn)**

*Personal attributes which may link with this skill statement include: positive, approachable, understanding...*

- Ability to create an environment that recognizes, supports, respects and welcomes diversity of employees and clients. **(Bring - Supervisor only/Learn)**

*Personal attributes which may link with this skill statement include: welcoming, objective, understanding...*

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### Team/Independence

- Ability to work independently and as a contributing team member to complete work assignments to meet client needs and build positive work relationships. **(Bring)**

*Personal attributes which may link with this skill statement include: service oriented, independent, team player...*

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### Organizational

- Ability to plan, organize, prioritize a high volume workload taking into consideration task complexity, frequent interruptions and continuous deadlines, and multiple reporting relationships. **(Bring)**

*Personal attributes which may link with this skill statement include: decisive, independent ...*

- Ability to identify, prioritize and maintain inventory to ensure adequate levels are maintained to ensure service delivery. **(Learn)**

*Personal attributes which may link with this skill statement include: independent, proactive ...*

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### Analytical

- Ability to participate as part of team, to develop short/long term strategies and operational plans using statistical, financial and technical sources. **(Learn)**

*Personal attributes which may link with this skill statement include: team player, service oriented...*

- Ability to organize, analyze and assess information and evaluate options to make decisions to repair, replace or rebuild. **(Bring)**

*Personal attributes which may link with this skill statement include: decisive, confident...*

- Ability to analyze work processes, identify areas that need improvement and recommend and/or contribute to the development of new and improved work methods. **(Bring)**

*Personal attributes which may link with this skill statement include: team player, innovative, resourceful...*



- Ability to observe, assess and accurately measure the condition of equipment, components and systems to maintain working order and achieve optimum efficiency. **(Bring/Learn)**

*Personal attributes which may link with this skill statement include: attentive to detail, thorough...*

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### Technical

- Ability to inspect equipment, diagnose problems, repair, trouble-shoot or arrange for repair of equipment to restore operation. **(Bring)**

*Personal attributes which may link with this skill statement include: confident, independent...*

- Ability to effectively operate and accurately maintain paper and/or electronic data collection records. **(Bring/Learn)**

*Personal attributes which may link with this skill statement include: attentive to detail, thorough...*

- Ability to input, edit, update, retrieve, maintain, format and transmit data, create and generate queries, reports and documents using word processing databases, spreadsheets, and other software packages with accuracy. **(Learn)**

*Personal attributes which may link with this skill statement include: confident, independent...*

- Ability to accurately perform mathematical calculations. **(Bring)**

*Personal attributes which may link with this skill statement include: confident, attentive to detail...*

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### Safety/Stress/Security

- Ability to accurately assess and respond immediately to potentially threatening situations to ensure safety of staff and/or clients. **(Learn)**

*Personal attributes which may link with this skill statement include: confident, decisive, proactive...*





### Technical

- Ability to recognize symptoms of stress in self and others and take steps to minimize its impact to ensure good health and well being. **(Learn)**

*Personal attributes which may link with this skill statement include: proactive, supportive, understanding...*

- Ability to receive, handle, safely store and appropriately label materials that may be hazardous or have environmental impact according to proper policies and procedures. **(Bring/Learn)**

*Personal attributes which may link with this skill statement include: conscientious, attentive to detail, proactive...*

- Ability to accurately apply standard safety precautions and practices according to established protocols, safety guidelines and existing legislation to protect co-workers, the public and the environment. **(Bring/Learn)**

*Personal attributes which may link with this skill statement include: proactive, thorough...*

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## Personal Attributes

### (Bring)

Personal Attributes identify qualities of character, which a person must have to be an effective and successful performer in the job. They are underlying characteristics which are deep and enduring parts of an individual expressed most of the time. They are one's personal style or personal effectiveness, such as feelings, attitudes, habits and traits. Each of these is demonstrated by behavioural examples which allow one to objectively determine whether an individual possesses the required personal attributes.

Attributes, together with the knowledge and skill competencies, help you to predict what a person will do in a given situation.

**Personal attributes for the Journey Heavy Equipment Mechanic, Journeyperson Welder, Trades Helper, Trades Person, and Supervisory Journeyperson include:**

### To Be...

- decisive
- pro-active
- understanding
- flexible
- willing to learn
- open-minded
- equitable
- empathetic
- objective
- supportive
- independent
- a team player
- thorough
- tolerant
- confident
- service oriented
- resourceful
- innovative
- positive
- approachable
- conscientious
- attentive to detail
- respectful
- welcoming
- accommodate individual differences

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