

NOW HIRING

REASSEMBLY TECHNICIAN

SUMMARY

Assemble vehicles from a partially disassembled state, restoring body, mechanical, and electrical features to full functionality in the final stage of the collision repair process.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Responsible for performing all repairs listed on the Repair Orders.
- Lift and maneuver large vehicle parts.
- Consistently exercise practical problem-solving skills in situations with limited standardization.
- Operate hand-held electrical and air-operated tools including impact wrenches, ratchets, drivers, etc.
- Apply working knowledge of industry repair standards.
- Perform final inspections of all functional vehicle parts prior to Detail Department involvement.
- Responsible for maintaining order of work area.
- Willingly give immediate priority to any returned work from Paint Department.
- Comply with all company and industry safety rules and wear appropriate safety gear.
- Additional duties may be assigned.

SUPERVISORY RESPONSIBILITIES

This job has no supervisory responsibilities.

QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EXPERIENCE

Two years of Collision Repair or Automotive Mechanical experience .

LANGUAGE SKILLS

Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals. Ability to write routine reports and correspondence, ability to effectively present information in one-on-one and small group situations to customers, clients, and other employees of the organization.



JOB DESCRIPTION





JOB DESCRIPTION

(CONTINUED)

MATHEMATICAL SKILLS

Ability to add and subtract two digit numbers and to multiply and divide with 10's and 100's. Ability to perform these operations using units of American money and weight measurement, volume, and distance. Ability to understand and use metric linear measurements.

REASONING ABILITY

Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

CERTIFICATES, LICENSES, REGISTRATIONS

I-Car certification required after employment. Valid driver's license required.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to stand; use hands to finger, handle, or feel; and reach with hands and arms. The employee frequently is required to walk and stoop, kneel, crouch, or crawl. The employee is occasionally required to sit, climb or balance, and talk or hear. The employee must regularly lift and/or move up to 10 pounds and occasionally lift and/or move more than 50 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception, and ability to adjust focus.

Close vision is needed to operate hand held tools. Distance vision is required because quality of work may need to be self-assessed by distancing from vehicle and reevaluating. Peripheral vision and depth perception is needed for the maneuvering of cars in and out of tight quarters, and maneuvering parts onto vehicles. Ability to adjust focus is necessary because finished work cannot include small flaws in surface.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly exposed to fumes or airborne particles. The employee is frequently exposed to wet and/or humid conditions, moving mechanical parts, and vibration. The employee is occasionally exposed to risk of electrical shock, and toxic or caustic chemicals. The noise level in the work environment is usually loud.

ADDITIONAL CONSIDERATIONS

- Tactile assessment of work is critically important.
- Ability to work with minimal management.
- Must own and maintain all necessary hand tools.





ZARA'S EXPERIENCE

VISION

Zara's will be the collision repair center that is noticeably better than all competitors in providing service excellence to its internal and external customers. Zara's team will be empowered to create the culture that ensures this vision is achieved now and sustained into the future.

CORE VALUES

Teamwork: working as one makes our continual success possible.

Legacy: making a difference today with tomorrow in mind.

Change: continuously improving to exceed rising standards.

Trust: acting with integrity at all times while placing the needs of others first.

Balance: creating space for an abundant life outside of work.

CUSTOMER-SERVICE FOCUS

Customers are our first priority in all our work. We expect our team to embody this goal whether they are working behind the scenes or directly with the customer. Treat each repair like you'd want your own car treated.

TEAM ENVIRONMENT

We believe teamwork is essential for an effective work environment. While we expect all employees to perform their duties with a minimum of supervision, we want to think collectively for the common good of the company, each other, and our customers.

To this end, we have regular team building activities including volleyball. We find it improves communication, understanding, and cooperation and improves the overall work experience. We're pleased to say many of our employees have been with us for several years.



APPLY NOW

ZARA'S GLOBAL PROMISE

I promise that I will actively engage with my teammates in improving Zara's Collision Center until our vision is achieved.

In carrying out this commitment, I further promise that I will:

- place the good of the team ahead of my own short-term personal gain;
- find solutions rather than excuses when presented with a challenge;
- continually improve my skills so I can better serve the team.

BENEFITS

We strive to offer competitive compensation commensurate with the experience and value each employee brings to the team. We also provide a full benefit package:

- Health Insurance
- SIMPLE IRA Retirement Plan with company match
- Paid Time Off (*includes 7 paid holidays*)
- Short & Long Term Disability Insurance
- Flexible Spending Account
- Term Life Insurance
- AFLAC Supplemental Insurance (*optional*)
- Dental (*optional*)
- Vision (*optional*)

Please send your resume or statement of skills and work history to info@zarascollision.com for consideration.

