

**Job Class Profile:            Aircraft Mechanic****Pay Level:                            CG-28                            Point Band:                            578-621**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	4	2	5	6	3	3	3	1	6	
Points	187	33	32	29	90	65	62	21	64	583

**JOB SUMMARY**

The Aircraft Mechanic assists Aircraft Maintenance Engineers in maintaining the airworthiness of government owned aircraft through scheduled inspections and repair of snags as required and performing regular servicing of aircraft after flights, i.e. fuel, oil, fire foam, etc.

**Key and Periodic Activities**

- Performs mechanical work in the maintenance and repair of fixed wing multi-engine aircraft which consists of scheduled and unscheduled maintenance.
- Completes required record of work performed through a computer tracking program.
- Completes log book entries and serviceable and unserviceable reports.
- Maintains tools, workstations and materials required for completion of maintenance work.
- Operates equipment such as fork lift and tug.
- Travels with aircraft for servicing or maintenance out of base.

**SKILL****Knowledge****General and Specific Knowledge:**

- Canadian Aviation Regulations.
- Transport Canada approved practices used in the maintenance and repair of aircraft and aircraft components.
- Safety procedures for working on and around aircraft.

**Formal Education and/or Certification(s):**

- Minimum: 2 Year Diploma in Aircraft Maintenance Engineering.

**Years of Experience**

- Minimum: 1 to 2 years

**Competencies:**

- Ability to operate a computer.
- Ability to operate machinery.
- Analytical skills.

### Interpersonal Skills

- A range of interpersonal/communication skills used by employees in this class include listening to information from other people, asking questions to get information, and gaining the co-operation of others to complete work and solve problems. These skills are required when troubleshooting a complex problem to get an aircraft serviceable.
- The most significant contacts are with supervisor/crew chief for direction, advice and quality assurance issues, aircraft maintenance engineers who oversee work and ensure proper procedures and practices are followed and with peers who provide advice and assistance in completing work and solving problems.

## EFFORT

### Physical Effort

- The demands of the job occasionally result in considerable fatigue, requiring periods of rest.
- Regularly required to lift or move objects between 25 – 50 lbs. and lifting objects over 50 lbs. is required occasionally. Examples include lifting oil buckets, tool box, various components and moving 45 gallon drums.
- Work involves sitting, standing, walking and climbing on a regular basis. Effort also includes awkward or cramped positions or body movement when working in confined spaces to access a certain area of the aircraft.
- Manual or physical activities include performing fine finger or precision work and using hand tools that require accurate control and steadiness on a constant basis. Using gross motor skills and machinery or equipment that requires very controlled movement and maintaining physical balance while working on top of an aircraft are required on a regular basis and operating heavy equipment that requires rapid physical movement and reflexes is required occasionally.

### Concentration

- **Visual** concentration or alertness when performing inspections to confirm that aircraft components are assembled and installed correctly and to determine that all parts of the aircraft and equipment operate correctly to ensure airworthiness of the aircraft.
- Auditory concentration includes listening to sounds of various aircraft components to ensure that no unusual noises are present and that parts are operating properly.
- Other sensory demands **include touching** parts of the aircraft to ensure they are working properly (i.e. hot or cold, vibrations, etc). **Smelling** for smoke or fumes can also lead to detection of a fault in a system or component.
- **Alertness and concentration** are required when performing repetitive tasks such as daily post-flight inspections and completion of paperwork. **Higher than normal levels of attentiveness or alertness** for the health and safety of others is required when electrical power is applied to the aircraft during maintenance procedures and when engines are running or the aircraft is moving.
- **Time pressures, interruptions, deadlines and lack of control over work pace** are experienced during the fire season when aircraft or multiple aircraft may require immediate repairs or routine servicing (fuel, oil, fire foam, etc.) to remain airworthy. During the fire season, water bombers must be ready to fly within a 15 minute time frame.

- **Exact results and precision** are required when performing all aircraft maintenance procedures to ensure they meet precise exact standards as set out by Transport Canada to ensure the airworthiness of the aircraft and the protection of the crews and passengers.

### **Complexity**

- Work involves servicing and maintaining aircraft and tasks are similar/related in terms of the skills and knowledge used and the tasks are usually well defined.
- A typical problem is fixing a component that is broken or not working properly.
- Reference material to assist in addressing problems, challenges and issues include Aircraft Manufacturer's Maintenance Manuals, Parts Manuals, Service Letters and Bulletins, Transport Canada Airworthiness Directives, Canadian Airways Regulations, Divisional Maintenance Forms and advice from Aircraft Engineers, Crew Chief, Quality Assurance Department and Maintenance Manager.

## **RESPONSIBILITY**

### **Accountability and Decision-Making**

- Work tasks and activities are performed in a structured environment and are highly controlled by Transport Canada Regulations and monitored.
- Have authority to inspect an aircraft to determine if there are any problems and make decisions related to replenishing oil, foam, hydraulic fluid and tire pressure.
- Approval is required before a problem with an aircraft can be rectified and for ordering parts and travelling.
- Discretion and independence of action can be exercised to change a component when it is determined that it is damaged beyond repair.

### **Impact**

- Work results can have an impact within immediate work area, department, within and outside the organization and on customers/clients/general public.
- Work activities can also impact equipment, processes and systems, information, finances, facilities, material resources, health and safety and corporate image.
- Mistakes or errors can result in an aircraft accident resulting in damage to the aircraft or injury and/or death of the crew and passengers.
- Mistakes or errors are typically identified and resolved within hours of problem identification and the timeframe for resolution is dependant upon the required repairs.

### **Development and Leadership of Others**

- Not responsible for supervision of staff.
- May be involved with providing advice and guidance to new employees.

## **WORKING CONDITIONS**

### **Environmental Working Conditions**

- There is a requirement to wear personal protection equipment such as safety boots, eye protection and safety vests. The use of a fall arrest harness is required when working on top

of the aircraft.

- The likelihood of minor cuts, bruises, abrasions or minor illnesses resulting from hazards in the job is significant while fractures and other injuries would be moderate. Partial or total disability would be limited.
- Regularly exposed to various undesirable working conditions such as chemicals, loud noise from equipment and tools, working in confined and awkward places and working from heights when on top of aircraft.