



JOB TITLE

Lead Mechanic

POSITION SUMMARY

The Lead Mechanic will perform a wide range of repairs and maintenance on Conservancy vehicles and equipment. The Lead Mechanic must have advanced automotive expertise, including engine rebuilding skills. The ideal candidate will be proficient in diagnostics, repairs, and maintenance across a variety of vehicle systems.

LOCATION

This position is based in the interior of Catalina Island in our Middle Ranch auto shop.

KEY RESPONSIBILITIES

- Conduct vehicle diagnostics and analysis to identify issues.
- Perform a wide range of repairs and maintenance on Conservancy vehicles.
- Maintain accurate vehicle maintenance records.
- Ensure equipment availability by inspecting, testing, and performing preventive maintenance, including engine tune-ups, oil changes, fluid checks, tire rotations, wheel balancing, brake repairs, and filter replacements.
- Maintain vehicles in optimal condition by addressing operator concerns, performing inspections, resolving engine failures, repairing mechanical and electrical system malfunctions, and replacing faulty components.
- Change tires using hand tools, pneumatic tools, and a tire-changing machine.
- Record and track all service and repair activities.
- Keep shop equipment operational by following instructions, troubleshooting breakdowns, maintaining supplies, and performing preventive maintenance.
- Stay informed of industry advancements by engaging in educational opportunities and reviewing technical publications.
- Organize work effectively by reviewing daily requirements, gathering necessary supplies, and completing assigned tasks.
- Support Conservancy operations as needed which may include shop cleaning, bison herding, transporting hay, maintaining roads, trimming brush, and participating in fire prevention activities.
- Must work in the office, shop and in the field.
- Must be comfortable working in remote or minimally supervised settings.



PHYSICAL REQUIREMENTS

- Must regularly lift and/or move up to 75 pounds.
- Must have the ability to hike over steep, rugged terrain and on unstable rocky surfaces.
- Position includes extensive manual labor, and use of equipment and tools for up to 8 hours daily.
- Must frequently perform overhead work involving pushing, pulling, and twisting while arms are fully extended (e.g., removing or installing filters, nuts, bolts).
- Must bend, stoop, and lay on the ground to inspect and repair vehicles.

QUALIFICATIONS

Skills and Abilities

- Strong understanding of vehicle systems, including modern cooling, brakes, steering, and engine management; This includes competency in using scanners to read codes and analyze PID data to diagnose issues across transmission, emissions, ABS, and Vehicle Stability Control Systems.
- Comprehensive knowledge of both gas and diesel engines, with experience in mechanics and rebuilding processes.
- Understanding of tire machines, including mechanical and safety features.
- Familiarity with power and pneumatic tools.
- Ability to perform a wide range of repairs and maintenance on a variety of vehicles.
- Expertise in automotive troubleshooting and repair techniques.
- Ability to solve problems quickly by identifying issues, gathering relevant data, and analyzing solutions efficiently.
- Strong interpersonal skills that include maintaining confidentiality, welcoming new ideas, and embracing innovation.
- Must have effective communication skills that clearly and persuasively convey information in various situations.
- Proficiency in electronic systems, diagnostics, and computerized automotive technologies.
- Possession of a valid California Driver's License.
- Experience working in various environmental conditions, including extreme weather, dust, and other challenging elements.



Education & Experience

- A high school diploma or GED is required.
- ASE Certification is required.
- At least four years of experience in an accredited automotive shop is required.

COMPENSATION & BENEFITS

Estimated Starting Salary Range:

\$30.00 - \$42.00 per hour, depending on experience

We're proud to support the health and wellbeing of the people we employ. We offer a competitive, comprehensive benefits package that includes healthcare coverage, flexible spending accounts, 403(b) plan with a 3% employer contribution and a 5% match – fully vested after 2 years, accrued paid time off, life insurance, disability coverage, an employee assistance program, professional development, and other benefits that support work-life balance. Full benefits package available only to full-time employees.

HOW TO APPLY

Please send a resume to jobs@catalinaconservancy.org, listing the job title in the subject line.

EQUAL OPPORTUNITY COMMITMENT

Catalina Island Conservancy is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, age, sex, national origin, ancestry, disability status, genetics, marital status, medical condition, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.

OUR STORY

The mission of the Catalina Island Conservancy is to be an exemplary steward of Island resources through a balance of conservation, education, and recreation.

The Conservancy's vision is for a beautifully functioning Island ecosystem for all to enjoy. Just off the densely populated Southern California coast, Catalina Island is home to approximately 4,000 year-round residents and more than 60 endemic species of plants and animals found nowhere else on Earth.



The Catalina Island Conservancy protects 88 percent of Catalina Island's approximately 48,000 acres, including the region's longest publicly accessible undeveloped coastline.

The Conservancy is a research and conservation leader, protecting and restoring vulnerable habitats and species in its Mediterranean climate. Conservancy staff guides Island ecosystem recovery with the goal of generating a resilient, self-sustaining ecosystem with no endangered forms of life.

The Conservancy offers recreational experiences and educational programs for not only the 300,000 annual visitors who choose to visit the unique and special Conservancy "Wildlands Ecosystems" but also inspires the nearly 1.2 million visitors to other parts of the Island. Recreation, educational engagement, service opportunities, and partnerships connect the Island's unique resources to people's lives, inspiring environmental stewardship and action.

The Catalina Island Conservancy is a 501(c)(3) non-profit public charity established in 1972 to protect and restore Catalina Island for future generations to experience and enjoy.