

CIC Recruitment plan for agricultural mechanics

This plan outlines our strategy for recruiting qualified agricultural mechanics for our Ag business. It focuses on clearly defining the role, leveraging effective recruitment channels, assessing candidates' skills, and offering a competitive package.

1. Defining the role and ideal candidate

The ideal candidate will typically have the job title of Agricultural Equipment Mechanic or similar. Key responsibilities include inspecting, maintaining, diagnosing, and repairing various agricultural machinery, along with performing preventative maintenance, troubleshooting systems, and keeping detailed service records. Required skills and qualifications usually include strong mechanical aptitude and experience with engines, hydraulics, and electrical systems. Communication, attention to detail, problem-solving abilities, physical capability, a valid driver's license, and a high school diploma are typically required. Postsecondary education or training is often preferred.

2. Recruitment channels

Effective recruitment channels include online job boards like AgCareers, AgHires, Indeed, and ZipRecruiter. Local resources such as trade schools and community colleges, along with apprenticeship programs, are beneficial. Professional networking through employee referrals, industry associations, and trade shows can yield candidates. Social media and our career page on the website can attract applicants. Partnering with equipment dealerships may provide access to mechanics with specialized training.

3. Screening and interviewing

The screening process involves reviewing resumes and applications, followed by a phone screen to discuss experience and fit. Interviews allow for technical questions and scenario discussions. Communication skills and attention to detail are assessed. Reference and background checks verify employment history and competence. A practical assessment can evaluate hands-on skills.

4. Competitive compensation and benefits

We offer competitive wages based on market rates, experience, and location. A comprehensive benefits package, including health insurance, paid time off, and retirement plans, is essential. Consider perks like tool allowances, uniform provision, and reimbursement for continuing education. Fostering a positive work environment and providing growth opportunities through training are key. A comprehensive onboarding program, training plan, mentorship, and regular feedback are important for new hires.