



What we're looking for in a Skilled Trades Team Member



We value the diverse skill sets each Team Member brings to TMMC

We're looking for someone who values making things better and has the commitment to learn and deliver consistently.

You have an Ontario or Inter-Provincial Certificate of Qualification, completion of Apprenticeship or 5 years relevant work experience as a Licensed Skilled Team Member. You have demonstrated experience with troubleshooting and repairing different equipment issues, using various tools to repair equipment, performing preventative maintenance on electrical and mechanical equipment and strong problem-solving skills.

Skilled Team Members work rotating shifts at either our Cambridge or Woodstock facility.

What you can expect from our Hiring Process



THE APPLICATION

Completing our online application will take less than 5 minutes. We'll ask you to confirm which license you currently hold. This will help us understand a little more about you and your qualifications.



TELEPHONE INTERVIEW

This step will take approximately 45-60 minutes. On the call, we will review the working conditions and requirements, review your work experience, and ensure you have the right skills for the role. This will be a structured interview focusing on both technical and soft skills. This phone call will be with the Recruiter.



VIRTUAL PANEL INTERVIEW

We'd like to spend a little more time with you. In the interviews, we will review your relevant work experience, assess your technical and soft skills and go through behavioural interview questions in which we are looking for specific STAR examples. This virtual panel interview will be with the Recruiter and Hiring Managers who have shop openings.



HANDS ON ASSESSMENT

This 4 hour written and hands-on assessment evaluates the technical skills required for the role.



DEPARTMENT INTERVIEW

You'll meet with us in person to learn more about you and address any questions you may have. This interview will focus on technical and soft skills specific to department requirements. This interview will be with the Recruiter and Hiring Manager(s) of a specific shop.



REFERENCES & JOB OFFER

Job offers are conditional upon successfully completing a medical assessment.