

FITTER

Business Area: Production | Manufacturing Excellence
Location: Head Office – Jet Park
Reporting to: Production Team Leader

Why this role exists

Pilot Crushtec builds crushing and screening equipment that must perform reliably in demanding operating environments.

The Fitter is responsible for assembling machines and sub-assemblies accurately and safely in accordance with approved drawings, hydraulic diagrams and assembly instructions.

This role plays an important part in ensuring every machine is built to Pilot's quality standards, functions as intended and is completed with care, precision and pride.

Key Responsibilities

Machine Assembly & Sub-Assembly

In this role, you will:

- Assemble machines and sub-assemblies in accordance with approved Assembly Instruction Forms and technical drawings
- Fit and install mechanical components accurately and to the required standard
- Install hydraulic circuits by reading and interpreting hydraulic diagrams
- Ensure all components are correctly fitted, aligned and secured
- Complete assembly work within required quality and production standards

Quality & Technical Compliance

You will also:

- Take accountability for the quality of all work completed
 - Identify and report non-conforming components or assemblies to the Team Leader
 - Support the Action Report process where Quality issues are identified
 - Ensure work complies with approved assembly instructions, drawings and technical requirements
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- Assist in identifying recurring technical or assembly issues and contribute to practical solutions

Product Knowledge & Technical Understanding

- Develop and maintain a strong understanding of Pilot Crushtec equipment
- Understand the general functionality of crushers, screens and conveyors
- Apply product knowledge to support accurate assembly and problem-solving
- Continuously build technical knowledge through practical exposure and team learning

Problem Solving & Team Support

- Approach problems practically and present solutions where possible
- Escalate unresolved technical issues promptly to the Team Leader
- Work closely with Production, Engineering and Quality teams where required
- Assist with general workshop duties when operational needs require it
- Be willing to work overtime when reasonably required to meet production demands

Housekeeping & Workplace Discipline

- Maintain a clean, organised and safe work area
- Care for tools, equipment and shared workshop resources
- Follow good housekeeping practices throughout the working day
- Contribute to an efficient and professional production environment

Governance, Safety & Professional Conduct

- Adhere to all Pilot Crushtec policies, procedures and production standards
- Comply with all health, safety and environmental requirements
- Wear all required PPE correctly and consistently
- Maintain a clean, neat and professional appearance
- Represent The Pilot-Way through accountability, teamwork, quality and pride in workmanship

Preferred Experience Required

- Minimum 3 years' experience in a similar production, heavy engineering or equipment assembly environment
- Experience assembling mechanical equipment and sub-assemblies

- Experience reading assembly drawings and hydraulic diagrams
 - Exposure to crushers, screens, conveyors or similar heavy equipment would be advantageous
 - Understanding of workshop safety and production quality requirements
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Preferred Qualifications & Technical Skills

- Matric / Grade 12 or N3
 - Qualified Fitter with recognised trade papers
 - Ability to read and interpret assembly drawings
 - Ability to read and interpret hydraulic diagrams
 - Good mechanical fault-finding and problem-solving ability
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Preferred Attributes – The Pilot-Way Fit

- We are looking for someone who:
 - Takes pride in producing high-quality work
 - Pays strong attention to detail
 - Is practical, disciplined and results-focused
 - Works well independently and as part of a team
 - Remains calm and focused under pressure
 - Plans and organises work effectively
 - Demonstrates perseverance and follows through
 - Takes ownership of problems and contributes solutions
 - Works safely and responsibly at all times
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The Ideal Individual

The ideal individual has:

- Enjoys building machinery and working with mechanical systems
 - Takes personal accountability for the quality of every assembly completed
 - Is confident reading technical drawings and hydraulic diagrams
 - Approaches problems practically and methodically
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- Works collaboratively with others while taking responsibility for their own output
 - Understands that good workmanship directly affects machine reliability and customer trust
 - Maintains high standards even when working under pressure
 - Embodies The Pilot-Way through quality, teamwork, ownership and pride in what they build
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Interested?

If this opportunity resonates with you, you meet the above requirements, or if you know someone who could fit into our family, and are excited to represent Pilot Crushtec in the field as a **Fitter**, please apply with a CV and a brief motivation no later than **30 September 2026** to: **jobs@pilotcrushtec.com**