

Stevens Transportation, Inc.
Job Description

Job Title: Painter
Department(s): Maintenance
Reports To: Maintenance Foreman
Prepared Date: 8/10/2026

SUMMARY

The Painter prepares, sandblasts, and paints tractors, trailers, agricultural equipment, fabricated metal components, and related maintenance assets. The position removes scale, grease, tar, rust, dirt, dried concrete, and existing coatings; prepares and masks surfaces; mixes and applies primers and finish coats; and produces durable finishes that meet company color, identification, and quality specifications.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Spray-paints and sandblasts heavy equipment, including agricultural equipment, tractors, trailers, and related components, using spray guns and abrasive-blasting equipment.
- Removes grease, dirt, dried concrete, old paint, scale, and rust using approved solvents, water, rags, brushes, pneumatic wire brushes, scrapers, and chipping tools.
- Cleans and prepares surfaces for coating using company-approved abrasive-blasting, sanding, grinding, and surface-preparation methods.
- Inspects surfaces before coating and completes necessary bodywork, filling, sanding, and feathering to achieve the required finish.
- Applies paper, plastic, and masking tape to protect windows, trim, lights, labels, hardware, and other surfaces that will not be painted.
- Stencils lettering, unit numbers, safety markings, and other identifying information on vehicles and equipment according to specifications.
- Selects primers, paints, coatings, reducers, and related materials according to the company color scheme, manufacturer instructions, and job specifications.
- Mixes and stirs coating materials, pours materials into spray containers, and applies primer, base, and finish coats using approved spray equipment.
- Connects spray equipment to approved air systems, adjusts spray patterns and pressure, and tests equipment before application.
- Paints areas that are inaccessible to spray equipment using brushes, rollers, or other approved application methods.
- Monitors coverage, film quality, color consistency, curing, and finish; identifies and corrects runs, overspray, uneven coverage, contamination, and other defects.
- Disassembles, cleans, inspects, and stores paint and abrasive-blasting equipment using approved cleaning materials and methods.
- Maintains paint and sandblasting booths, work areas, tools, hoses, ventilation openings, and safety equipment in a clean and orderly condition.
- Handles, labels, stores, and disposes of paints, coatings, solvents, abrasives, and waste materials according to company procedures, product labels, and Safety Data Sheets.

- Uses required personal protective equipment and follows all company safety procedures for spray coating, abrasive blasting, respiratory protection, ventilation, fire prevention, and hazardous materials.
- Reports equipment defects, unsafe conditions, spills, exposure concerns, and quality issues to the Maintenance Foreman immediately.
- Completes assigned work orders and communicates job status, material needs, and completion information to the Maintenance Foreman.
- Performs other related duties as assigned.

CORE COMPETENCIES:

- Industrial and automotive painting knowledge
- Abrasive-blasting and surface-preparation proficiency
- Spray-gun setup, coating application, and finish-quality control
- Knowledge of paint products, solvents, mixing ratios, and Safety Data Sheets
- Strong attention to detail and workmanship
- Safe work practices and consistent use of required PPE
- Dependability, productivity, and effective time management
- Ability to follow written instructions, specifications, and supervisory direction
- Teamwork and clear communication

QUALIFICATIONS:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily and safely. The requirements below are representative of the knowledge, skills, and abilities required. Reasonable accommodations may be made for qualified individuals with disabilities.

- At least three years of auto-body repair or comparable surface-preparation experience required.
- At least four years of automotive painting experience is required.
- At least four years of industrial painting experience is required.
- Hands-on experience operating spray-painting and abrasive-blasting equipment in a paint or blasting booth environment.
- Working knowledge of primers, topcoats, reducers, solvents, paint mixing, masking, stenciling, and finish correction.
- Ability to read and follow product labels, Safety Data Sheets, coating specifications, equipment instructions, and company procedures.
- Valid driver's license required.
- Ability to work the assigned schedule, including required weekends and overtime when operationally necessary.

SUPERVISION RESPONSIBILITIES:

This job has no supervisory responsibilities currently.

PHYSICAL DEMANDS:

While performing this job, the employee may be required to:

- Stand and walk for extended periods.
- Frequently bend, stoop, kneel, crouch, squat, twist, and reach above shoulder level.
- Climb and work from ladders, platforms, scaffolding, and elevated surfaces.

- Use hands and fingers to handle paintbrushes, rollers, spray equipment, power tools, and other materials.
- Maintain balance while working on uneven or elevated surfaces.
- Lift, carry, push, or pull equipment and materials weighing up to 50 pounds.
- Perform repetitive hand, wrist, arm, and shoulder movements.
- Wear required personal protective equipment, which may include safety glasses, gloves, protective clothing, hearing protection, and respiratory protection.
- Work around paint, solvents, dust, fumes, odors, and other maintenance-related substances.
- Work indoors and outdoors in varying temperatures and weather conditions.
- Maintain sufficient vision, hearing, and coordination to safely operate tools and recognize workplace hazards.

BENEFITS:

- 401(k)
- Dental Insurance
- Health Insurance
- Life Insurance
- Vision insurance
- Paid Time Off

Job Type and Schedule:

- Full-time, Non-Exempt
- In-Person, Not Remote
- Pays: \$20.00 - \$26.00 per hour
- Monday to Friday (7AM-4PM)
 - Weekends required
 - Overtime As Needed

EEO/Disclaimer: Stevens Transportation, Inc. is an Equal Opportunity Employer. We are committed to creating an inclusive workplace and prohibit discrimination and harassment based on race, color, religion, sex, gender identity, sexual orientation, national origin, age, disability, veteran status, genetic information, or any other protected status under applicable federal, state, or local law. Employment with Stevens Transportation, Inc. is at-will. Nothing contained in this job posting creates an employment contract or guarantee of continued employment. Stevens Transportation, Inc. provides reasonable accommodations to qualified individuals with disabilities throughout the application and employment process. If you require accommodation, please notify Human Resources.