

JOB DESCRIPTION

Position Title:	Maintenance Technician
Department:	Operations
Reports To:	Maintenance Supervisor
Salary Grade:	\$37.00-\$40.00 / hour
Effective Date:	February 2026

Job Summary

We are seeking a skilled and hands-on Maintenance Technician to support operations at our Black Soldier Fly (BSF) production facility. This role is critical to maintaining optimal environmental conditions, equipment reliability, and overall plant uptime. The ideal candidate has strong experience with HVAC systems, mechanical equipment, and industrial maintenance, and is comfortable working in an agricultural or bio-industrial setting.

Key Responsibilities

- Perform preventive and corrective maintenance on mechanical systems, production equipment, conveyors, pumps, motors, and related infrastructure
- Troubleshoot and repair mechanical, electrical, and pneumatic issues to minimize downtime
- Maintain and repair BSF-specific equipment such as climate-controlled rearing rooms, drying systems, and material handling systems
- Operate, maintain, and troubleshoot HVAC, ventilation, humidification, and temperature control systems critical to insect production
- Monitor environmental conditions (temperature, humidity, airflow) and adjust systems to ensure optimal rearing conditions
- Coordinate repairs or upgrades to HVAC and climate systems as required
- Conduct routine inspections of facility systems and equipment
- Maintain accurate maintenance logs and service records
- Ensure all work complies with workplace safety standards, biosecurity protocols, and provincial regulations
- Assist with equipment installation, upgrades, and commissioning of new systems
- Identify opportunities to improve reliability, energy efficiency, and maintenance processes
- Support production teams during peak operations or system failures

Qualifications & Experience

- Diploma or certification in Mechanical Technology, Industrial Maintenance, HVAC, or a related trade



- 3+ years of experience in maintenance, preferably in agriculture, food processing, manufacturing, or industrial environments
- Strong working knowledge of HVAC systems, mechanical equipment, and general facility maintenance
- Ability to troubleshoot and repair equipment independently
- Comfortable working in warm, humid, and agricultural environments
- HVAC certification or Red Seal trade certification (or working toward) considered an asset
- Experience with automated systems, sensors, or PLC-controlled equipment considered an asset
- Familiarity with biosecurity, food safety, or agricultural production facilities considered an asset

Skills & Attributes

- Strong problem-solving and diagnostic skills
- Mechanically inclined with attention to detail
- Reliable, adaptable, and able to work independently or as part of a team
- Good communication skills and a safety-first mindset

Work Environment

- Indoor production facility with controlled climate conditions
- May involve lifting, standing for extended periods, and exposure to insects and organic materials

Job Type:

- Full-time (40 hours/week), permanent following 6-month probation
- Mon – Fri Days with rotating on-call to cover nights and weekends

To apply for this position, please send your resume and cover letter to careers@oberlandag.com.

This job description is not intended to be all-inclusive. The employee may be required to perform other related duties as assigned to meet the ongoing needs of the organization.

