SAUNDERS
BROTHERS
SINCE 1915

October 2026

Farm Equipment Lead Mechanic
Position Description

Job Description: Saunders Brothers is a wholesale nursery and orchard operation in central Virginia. Saunders Brothers is looking for a Farm Equipment Lead Mechanic. The Lead Mechanic will oversee the operation, maintenance, and repair of farm tractors and farm equipment. This person will also oversee all metal fabrication at the Saunders Brothers Harewood Shop. If you've dreamed of working in a family atmosphere where hard work, integrity, honesty, and passion are core values, come join our team!

Duties:

- Supervise and assist in the maintenance of all tractors, sprayers, wagons, and utility vehicles.
- Supervise and work alongside any employees working at the Saunders Brothers Harewood Shop (may include 1-2 part-time employees during the busy maintenance season).
- Manage all metal fabrication and repair at the Saunders Brothers Harewood Shop.
- Oversee the ordering of all parts for farm equipment needing repair.
- Maintain inventory of farm equipment parts, shop tools, and keep them in proper working condition.
- Willing to perform other duties as needed.

Qualifications

- Have a high school diploma or equivalent GED and a minimum of 3 years' experience in vehicle or farm equipment repair and maintenance.
- Able to weld for fabrication and repair of equipment. Able to use shop tools including various wrenches, shop hand tools, and various shop power tools.
- Physically able to perform repair and maintenance tasks.
- Able to work outside in all types of weather.
- Have a valid driver's license and must provide a copy of driving record (MVR) at time of application. Must be approved to drive by the Saunders Brothers insurance carrier.
- Willing to work Saturdays during peak season and other times as timely repairs are needed.
- Have attention to detail, organizational skills, and communication skills.
- Able to handle several tasks at the same time, prioritize workload, and have flexibility as work demands change.
- Must have a strong work ethic, be a team player, and have the willingness to learn and adapt.
- Work cooperatively with other members of the equipment maintenance team.
- Must be willing to work with Spanish-speaking workers and be open to learning Spanish.

Start Date: As soon as a qualified candidate is identified.

Supervisor: This position will answer directly to the Head of Maintenance & Facilities.

Hours: Typically, Monday through Friday 8 AM to 5:00 PM with a lunch break midday. Summer hours are 7 AM to 4 PM to accommodate the heat. (Schedule changes with seasons.) Must be willing to work additional

hours as workload dictates. Will be required to work some Saturdays and after hours as breakdowns or timely repairs are needed. This is a full-time, year-round position.

Pay and Benefits: We offer a competitive hourly rate starting at $30-35 per hour (commensurate with qualifications). Benefits include health insurance, vacation package, short-term disability insurance, 401k package (eligible after 1 year of employment) and employee pricing on plants and farm market items. We also offer professional training and staff development for staff.

Drug Testing and Background Checks: Saunders Brothers is committed to providing a drug-free and safe workplace. Therefore, all employees are subject to random drug testing, reasonable suspicion testing, and post-accident testing. In addition, all new employees will be subject to a background check upon a job offer.

Information and Application: Contact our Human Resources team at jobs@saundersbrothers.com. The job description may be seen at www.saundersbrothers.com and the application can be downloaded or completed on our website. Application must be submitted with resume to be considered.

Saunders Brothers Core Values

Faith- Our Core Values and business practices are directed by our Christian faith.
Integrity- Honesty and truthfulness are foundational to our business and we seek to do what is morally and ethically right.
Passion- We strive to enthusiastically share our love for Agriculture by connecting people with plants, fruit, and the farm.
Family- The Saunders Brothers' Family includes and fosters many diverse families, generations, races, religions, and nationalities.