

Aeromotive encourages LAME development

WHEN A maintenance organisation is looking to recruit more licensed engineers for its workshop, it needs to be able to claim a competitive edge for employment in its field of operation. Hamilton based Aeromotive are currently looking beyond their immediate recruitment requirement, and seeking to also contribute towards addressing the general industry shortage of experienced engineers, both licensed and otherwise.

Customer Benefits

“The more LAMEs on the hangar floor the better the training for the younger engineers”, says Aeromotive Engineering Manager Brett Puddle. It also assists with the customer perception that when a qualified engineer with the backing of licences is on the job, their aircraft is getting the best of attention.

A licensed engineer brings to any maintenance organisation a depth of experience and knowledge at a high level. The customer benefits by the company having this pool of such experience on the workshop floor. As well, these experienced engineers knowingly and unknowingly impart their skills and knowledge to younger trainee engineers.

Employee Benefits

Aeromotive are able to offer their engineering staff an increasing variety of work. The mainstay is general aviation airframe and component maintenance, repair and overhaul but in more recent times the field has opened up with the inclusion of Beech B200 King Air types at the upper GA level, classics in the form of DC 3 types and also the move into 21st century GA types such as the Diamond fleet operated by airport neighbours, CTC.

The fact that the company has been a major player in general aviation maintenance for more than 30 years also brings benefits in offering a stable environment in which to work. Aeromotive offers its LAME and AME employees regular in-house and external training along with participation in its MORE (Maintenance Overhaul and Repair Excellence) programme. This competitive edge programme is in place across all aspects of the organisation and empowers engineering staff to contribute towards company improvement and to become more self supervising.

Experienced tradesmen are also welcomed to the workshop floor. The recent employment of a number of tradesmen from offshore has resulted in those staff obtaining NZCAA licences. “Aeromotive finds that our offshore recruits often bring alternative values and cultures which add to the diversity of staff make up and these people can also have a significant input into improving our methods and procedures” said Alan Thompson, Airframe Manager.

“We have a policy in place to encourage AMEs to become licensed along with a successful mentoring programme overseen by the QA Manager Steve Burrows” says Brett. “We can supply study material from our ever growing library and there is plenty of internal support for those who find having to open the books something of a hurdle, perhaps after being away from such an environment for some time. Also we find there is a fair amount of

valuable note trading resource held by individual LAMEs that can help kick start a programme for a newly aspiring LAME.” Brett says that Aeromotive will also pay the examination fee for employees sitting license subjects.

Both managers are keen to point out that Aeromotive doesn't wish to vacuum up all LAMEs in the GA sector, but they

do observe an aging pool of existing engineers that will shrink dramatically over the next five years. They don't believe the intake of newly qualified engineers is sufficient to sustain NZ LAME requirements for the next decade.

Brett and Steve consider that working for Aeromotive gives engineers the opportunity to see the whole process of a job through, alongside an extensive supporting organisation in the background. Coupled with the MORE programme, all Aeromotive staff can look towards improving what

they do, how they do it and enjoying an opportunity to actively change processes so that both the customer and the staff benefit.

For more information

Contact Brett Puddle on 07 843 3199, email: brett.puddle@aeromotive.co.nz or visit www.aeromotive.co.nz



Aeromotive maintenance covers a wide spectrum of aviation from Beech B200 to DC3 to Diamond to GA and all in-between.

Aircraft Maintenance Engineers

Working Opportunities in Hamilton

Aeromotive is a leading General Aviation maintenance provider in New Zealand and is committed to providing high quality service to its customers.

We have recently been through a period of growth and now require the service of:

Licensed Aircraft Maintenance Engineers

The minimum requirement to apply for this position is as a Group 1 Engine and Group 1 Airframe Rating. If you enjoy a fast paced work environment with varied work activity, are able to work in a structured manner, get on in a team environment and are committed to quality and service excellence, we would like to hear from you.

Aeromotive Holdings Limited

Please forward your resume and cover letter, including any relevant copies of licences, ratings and experience to:

**Aeromotive Limited,
Steele Road RD2, Hamilton,
Attention: Brett Puddle, Chief Engineer
Phone: 07 843 3199 or email:
brett.puddle@aeromotive.co.nz**

