



## RECRUITING GREAT TECHS

Hiring great technicians is difficult, and it's going to stay that way. So how can you keep your independent auto repair shop running? Here are five things to include in your job descriptions to attract the great technicians you need:

### Career Advancement

Many technicians at franchise service centers or dealerships are frustrated that they aren't being given the opportunity to learn more and advance their careers. If you can offer them this opportunity, it will make your shop more attractive to them.



### Culture of Respect

Employees value respect more than any other factor in their jobs. But in dealerships or major franchises, technicians can feel like a cog in a machine. Emphasize the culture of mutual respect in an independent shop.



### Low Turnover

Turnover at independent shops is often low, due to an environment that emphasizes quality of life over always driving volume. If you have low turnover, make sure to mention it!



### Better Working Hours

Employees are happier with their working hours at independent shops, and their weekly schedules are more stable. It's another way these shops offer quality-of-life perks!

	A.M.		P.M.
MON	8:00	TO	6:00
TUE	8:00	TO	6:00
WED	8:00	TO	6:00
THU	8:00	TO	6:00
FRI	8:00	TO	6:00
SAT	8:00	TO	12:00
SUN	CLOSED	TO	CLOSED



### Customer Focus

Independent repair shops focus on quality work and customer satisfaction, not customer upsell rates. Great technicians prefer to work in these types of shops!

Learn how Repair Shop Websites can help you recruit great technicians:  
Call us at 855-219-7506 or email [Team\\_RS@repairshopwebsites.com](mailto:Team_RS@repairshopwebsites.com)