



TECHNICAL TRAINING MANAGER

Collicutt Energy Services is a solutions-driven engine company specializing in manufacturing, repair, overhaul, and maintenance across all engine brands. We support customers across power generation, compression, and frac operations with a strong focus on safety, technical excellence, and continuous improvement.

We are currently seeking a **Technical Training Manager** to lead the development, implementation, and continuous improvement of technical training programs across the organization. Based in Red Deer, this role will drive technician competency, operational consistency, and long-term workforce capability across multiple regions and service divisions. This is a high-impact leadership role combining technical expertise, program development, hands-on instruction, and operational collaboration.

What's in it for you

- Competitive compensation package
- Full benefits package
- RRSP matching
- Opportunity to build and lead a company-wide technical training program
- High-impact leadership role with operational influence
- Collaborative environment with strong executive support
- Long-term career growth opportunity

What you'll be doing

- Design, develop, and implement structured technical training programs across service divisions
- Deliver classroom, virtual, shop, field, and hands-on technical training
- Develop technician competency matrices, role-based pathways, and assessment frameworks
- Support apprentices, junior technicians, and experienced hires through coaching and mentoring
- Standardize training materials, SOPs, troubleshooting guides, and best practices across locations
- Coordinate OEM and vendor-led training initiatives
- Track certifications, qualifications, compliance requirements, and training records
- Analyze training effectiveness using KPIs, field feedback, rework trends, and operational data
- Support continuous improvement initiatives focused on quality, consistency, and first-time-fix performance
- Implement and manage LMS and training tracking systems
- Partner with Operations and Service leadership to align training with workforce and business needs

What you bring

Required

- **Journeyman certification (HET, Millwright, or equivalent) – required**
- 5–10+ years of experience in power generation, heavy equipment, well servicing, or related industries
- Strong background in diagnostics, troubleshooting, commissioning, and maintenance practices
- Experience working with engines, generator systems, electrical controls, and hydraulic systems
- Demonstrated experience in training, mentoring, leadership, or workforce development roles
- Strong understanding of technical documentation, schematics, wiring diagrams, and OEM systems



- Experience developing training materials, SOPs, manuals, and job aids
- Strong communication, presentation, and coaching abilities
- Ability to influence and collaborate across all levels of the organization
- Valid driver's license and willingness to travel

Assets

- Experience with frac equipment and related systems
- Experience implementing or managing LMS/training record systems
- Experience supporting multi-location operations

What success looks like in this role

- Improved technician competency and consistency across locations
- Reduced rework and increased first-time-fix performance
- Structured career development pathways for technicians and apprentices
- Standardized training processes and technical expectations company-wide
- Strong safety culture reinforced through technical development and coaching

Work Environment

- Combination of office, shop, yard, classroom, and field environments
- Travel between company locations and customer sites required
- Collaboration with operations, service, safety, and leadership teams across the organization

How to Apply

Submit your resume to hr@collicutt.com with **Technical Training Manager** in the subject line.