



Date
07/19/23

Job Description and Responsibilities:
Lead HVAC Installer

Job Summary:

Do you enjoy working with your hands, have an optimistic and enthusiastic personality and enjoy a job that allows you to see a project through to completion? If so, we have the perfect position for you as the Leader of an HVAC installation crew. We have high standards for the work we perform and consider our employees and loyal customers to be a part of our extended family. If you are confident, trustworthy, pay a high attention to detail and are focused on advancing your career in HVAC, this is the opportunity for you!

Job Responsibilities:

- Lead Installer will be responsible for installing new/replacement equipment and providing excellent customer service to residential and commercial heating and air conditioning customers.
- Lead Installer will be expected to work on a variety of projects and tasks related to the HVAC trade:
 - o Residential Furnace, Air Conditioner, Heat Pump, Boiler, Geothermal and Fireplace Equipment
 - o Commercial Rooftop, VAV, Make-Up Air, Exhaust and Radiant Heating Equipment.
 - o Ductwork, Condensate Drains, Hydronic Piping, Venting, Refrigerant Piping, Gas Piping & Insulation.
 - o Line and Low Voltage Wiring, controls, and programming.
 - o Other job/field related tasks as required: brazing, threading pipe, soldering, and welding.
- Lead Installer will be expected to interpret construction drawings and cut sheets in the field.
- Lead Installer will occasionally be expected to work on ladders, lifts, and scaffolding.
- Lead Installer will be expected to provide their own hand tools necessary to complete daily tasks.
- Lead Installer must be competent with the preparation, testing and start-up of new HVAC equipment.
- Lead Installer will interface with customers in their homes and places of work and therefore must maintain an acceptable appearance and manners.
- Lead Installer will be expected to follow all established and normal safety precautions while on the job.
- Lead Installer will likely work with a less experienced crew member and will be expected to help train and teach their partner as the work allows.
- Lead Installer will be expected to perform physical activities and occasionally lift items up to 50 lbs.
- Lead Installer will be expected to be present and on-time for scheduled workdays and times.
- Lead Installer will report to and take direction from the HVAC Project manager and follow all established company policies and procedures.
- Lead Installer may occasionally be asked to cross train/work within the Plumbing division when necessary.

Job Requirements:

- 5+ years as an experienced HVAC Installer.
- Candidates with NATE and/or EPA Refrigeration Handling certification are preferred, but not required.
- Candidates must possess their own hand tools (wrenches, nut drivers, sheet metal tools) and cordless drill. Company provides corded tools, press tools, vacuum pump, scales, and torches.
- Candidates must be capable of working independently with minimal supervision and must also get along well with others as they will primarily be a member of a two-man crew.
- Candidate must possess a valid driver's license with a clean/insurable driving record, be able to pass a pre-employment drug screen and background check.
- Candidates will occasionally be required to work on ladders, lifts and in dirty/uncomfortable areas such as attics and crawlspaces to perform their job.

Benefits Include:

- Lead Installers are paid a competitive hourly wage based on their skills and work experience.
- Company health insurance (company and employee 50/50 premium split). Both traditional and HSA plans are available. Life and vision insurance are also available. Dental (Available 10/2023)
- New employees earn up to 32 hours of paid time off (sick/vacation) in their first year of employment, 72 hours in year two, 112 hours in years 3-10 and 152 hours for 10+ years.
- Six Paid Holidays (New Years, Memorial Day, July 4th, Labor Day, Thanksgiving & Christmas)
- Simple IRA Retirement Plan with company match up to 3% of Gross Wages.
- Paid Training, Continuing Education and Professional Development/Training Reimbursement
- Monthly tool allowance and family YMCA membership supplement (50%).
- Company provided apparel, family outings, employee appreciation days, etc.