



Title: HVAC Lead

Job Summary: The HVAC Lead is responsible for overseeing and coordinating the installation of heating, ventilation, air conditioning, and refrigeration systems. With 10 years of experience, the Lead will manage a team, ensure projects are completed on time and within budget, and maintain high standards of safety, quality, and customer satisfaction.

Key General Responsibilities

- **Team Leadership:** Supervise, mentor, and train a team of HVAC technicians, assigning tasks and ensuring efficient workflow.
- **Project Management:** Plan, coordinate, and execute HVAC installation, ensuring compliance with blueprints, specifications, and local codes.
- **Quality Control:** Inspect completed work to ensure it meets industry standards, manufacturer specifications, and client expectations.
- **Safety Compliance:** Enforce safety protocols, ensuring all team members follow OSHA and company safety guidelines.
- **Customer Interaction:** Communicate with clients to explain technical details, provide project updates, and address concerns professionally.
- **Documentation:** Maintain accurate records of work performed, including service reports, time logs, and material usage.
- **Collaboration:** Work closely with project managers, contractors, and other trades to ensure seamless project execution.

Qualifications:

- **Experience:** Minimum of 5 years of hands-on experience as a lead on HVAC installation projects. High school diploma or equivalent required. Any additional schooling or training is a plus.
- **Certification:** Valid EPA Section 608 Certification is a plus.
- **Technical Skills:** Installing a wide range of HVAC systems, including split systems, packaged units, kitchen hood systems, ductwork, and ductless systems. Experience installing walk-in coolers/freezers and refrigeration piping is a plus.



- **Leadership Skills:** Proven ability to lead and motivate a team, with strong communication and problem-solving skills.
- **Knowledge:** In-depth understanding of HVAC codes, regulations, and safety standards.
- **Physical Requirements:** Ability to lift heavy equipment, work in confined spaces, and perform tasks at heights or in varying weather conditions.
- **Work Environment:** Exposure to outdoor environments, mechanical rooms, and construction sites.
- **License:** Valid driver's license with a clean driving record and background check.
- **Tools:** Must possess personal tools required for HVAC work; company-provided specialty tools are a plus.

Compensation:

- Full-time position with competitive salary based on experience, with potential for overtime during peak seasons. Work may involve occasional evenings or weekends.

Benefits:

- Medical, Dental, Vision, Life Insurance, Short-Term and Long-Term Disability
- 401k
- ESOP
- Paid Time Off (after 1 year)
- Paid holidays
- Opportunities for professional development

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