



Commercial Installation Technician

At Barron Heating & Air Conditioning, we are committed to *Improving Lives™*. As a **Commercial Installation Technician**, you will help us live out our mission and meet our growth-oriented goals as the premier heating, cooling, indoor air quality, and energy systems service provider in Northwest Washington.

Barron is an established, customer-first, and community-centered company. We exist to improve our neighbor's comfort and health through sustainable and cost-effective solutions. Our Team boasts an open-door atmosphere that fosters a positive and collaborative work environment. Our core beliefs cultivate a "people-first" attitude; we value our customers, both internal and external, and help them achieve their goals.

In addition to living in the beautiful Pacific Northwest, Barron team members enjoy flexible schedules, cost-of-living increases, and a generous benefits package (medical/dental/vision, PTO & holiday pay, 401k matching, and employee training). Our Family is excited about professional growth, achieving work-life balance, and *Improving Lives™*. Our team members are the very best at what they do; join our Team as we drive to our 50-year anniversary and beyond!

At Barron Heating, our Commercial Installation Technician will:

- Consistently maintain a 'customer-first' perspective;
- Establish a good working relationship with all team members;
- Support co-workers while providing world-class customer service;
- Maintain Barron installation standards of exceptional quality and workmanship;
- Meet/exceed proficiency standards of all aspects of installation, refrigeration, control wiring, and diagnostics, as they relate to your training and role within the Department;
- Proficiently and safely use all required equipment and tools;
- Be capable of climbing on roof top structures and into attic/crawl spaces, as work requires;
- Diligently follow scheduling, installation, quality control, and customer service procedures;
- Plan a logical and efficient sequence of tasks to accomplish installation goals/meet timelines;
- Properly equip the jobsite for lean, efficient production (e.g. work area preparation, effective tool selection, lighting/power requirements, weather protection, etc.);
- Be prepared to offer and execute innovative solutions to installation challenges;
- Provide owners/tenants with post-installation familiarization of equipment;
- Participate in all required training and skill development programs;
- Have or obtain and maintain required electrical licensure;
- Ensure completion and accuracy of electrical logs and CEU's;
- Provide and receive constant positive coaching and feedback, including but not limited to semi-annual performance reviews;
- Gain a thorough and complete understanding of how the Commercial Department's performance impacts the Company as a whole;
- Individually track and measure your targets while working to improve performance;
- Identify individual technical and/or interpersonal skill areas needing additional development;
- Provide industry-leading installations while meeting/exceeding individual KPIs;



IMPROVING LIVES

- Exhibit a “Team Barron” attitude;
- Share Barron’s mission of *Improving Lives™*.

We provide:

- A culture of collaboration, sharing of knowledge, and respect for one another;
- Barron apparel;
- Medical, Dental, Vision;
- 401k with employer match;
- Paid holidays and vacation;
- Employee discounts, including free Silver Shield preventative maintenance;
- Company sponsored events and team building.

Compensation:

- Full-time
- Hourly

Required Skills and Qualifications:

- Valid driver’s license and clean driving record;
- High School diploma or GED;
- Must be at least 18 years of age;
- Legally entitled to work in the United States;
- Pre-employment drug screening.

To Apply:

1. Go to <https://www.barronheating.com/application/> and select the “Commercial Installation Technician” position.
2. Complete the online form.
3. Upload *Cover Letter and Resume (Word or PDF documents only).

*Your Cover Letter should briefly (one page or less) address **a)** what the term “customer-first” means to you, and **b)** why you are the best candidate to join the Barron Team.

During the Hiring Process, our Leadership Team will:

- Review application materials, select qualified candidates, and conduct interviews.
- Extend full-time employment offers to future Barron Team members.