



Home Performance Expert

At Barron Heating & Air Conditioning, we are committed to *Improving Lives™*. As a **Home Performance Expert**, 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 Home Performance Expert will:

- Consistently maintain a 'customer-first' perspective;
- Establish a good working relationship with all team members;
- Provide support and leadership to those in the Residential departments;
- Support Barron scheduling, installation, and quality control best practices;
- Understand and abide by the Barron Home Performance Expert Sales Process while providing an exceptional sales experience for potential clients;
- View all sales opportunities through the 'beyond the box' perspective, offering system enhancements that improve the comfort, health, and energy efficiency of the home;
- Be willing and able to climb on roof top structures or into attic/crawl spaces;
- Provide homeowners with customer service follow-up/quality control post-install;
- Ensure completion and accuracy of all required job elements and documents;
- Maintain a documented sales follow-up process for unsold prospects;
- Proficiently and safely use all required sales tools (static, blower doors, etc.);
- Follow inventory management processes and procedures, maintaining equipment as needed;
- Understand standard duct design and airflow requirements;
- Utilize KPI reports to understand job performance and continually seek improvement;
- Cover assigned showroom floor days in an effective manner;
- Participate in weekly sales meetings;
- Maintain a Barron branded appearance at all times during sales opportunities and on job sites;
- Maintain a clean and orderly work vehicle;
- Obtain and maintain all required licenses or certifications as required by the Company;
- Meet/exceed individual KPIs;
- 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:

- Sales background is recommended;
- 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 "Home Performance Expert" 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.