

### **Basic info about the HVAC position:**

- Offering \$45,000-\$115,000/yr DOE and Performance
- Offering Comprehensive 401k & Family Health Plans
- Must have Driver's License.
- Assistance moving to our service area.
- \$1000 signing bonus
- Paid Off-Time in first year

Over 100 years, and five generations, Frasier's continues as the leading name in residential plumbing, heating & cooling services in Northern Wisconsin.

With great benefits, technical innovation, and a strong emphasis on continual advancement for every team member – Frasier's is wonderful place to work and build your career. We are passionate about taking care of our team and offer some of the best compensation in the country. We understand that for our clients to be treated with "first class" service, we need to provide that level of care to our team as well.

Our team members enjoy steady work hours, a friendly and safe work environment, great benefits, a "family"/"open-door" mindset, and respect at every position and level of the company. In nearly a century of business, we have not only weathered, but thrived through national and local economic turns. We believe that a strong drive to work together, from the top down, is largely responsible for this.

Where we live is a huge aspect of each of our quality of life and, together, as a company. Northern Wisconsin is a great place to call home. A large percentage of our clients are vacation home owners – the Rhinelander area is a vacation destination. For many people who move to the area for work, it's a wonderful surprise to realize that you live and work in paradise.

### **About the job:**

An HVAC technician is responsible for accurately servicing & installing HVAC equipment in residential and/or commercial structures. Ideal candidates will have knowledge of HVAC equipment, codes, and proper installation procedures.

### **Responsibilities include but are not limited to the following:**

- Replace or install forced air heating and air conditioning systems - as well as hydronic heating systems, or refrigeration equipment or complete systems.
- Install or replace new duct systems in remodeled rooms or buildings.
- Test electrical circuits and components for continuity, using electrical test equipment.
- Test pipe or tubing joints and connections for leaks, using a pressure gauge or soap-and-water solution.
- Join pipes or tubing to the equipment and to the fuel, water, or refrigerant source in order to form a complete circuit.
- Lay out and connect electrical wiring between the controls and equipment according to the wiring diagram, using an electrician's hand tools.
- Obtain and maintain required certifications.
- Install, connect, and adjust thermostats, humidistats, and timers, using hand tools.
- Comply with all applicable standards, policies, and procedures, including safety procedures and the maintenance of a clean work area.

- Inspect and test systems to verify compliance with plans and specifications and to detect and locate malfunctions.
- Work on natural gas, propane or oil fired heating systems.
- Troubleshoot low voltage control systems.
- Work on Heat pump and geothermal systems.

**General Duties:**

- Ability to effectively communicate information and respond to questions in person-to-person and small group situations with internal and external customers.
- Ability to thrive in a fast-paced, customer-focused work environment; ability to balance workload with technicians' and customers' needs.
- Ability to establish rapport with customers.
- Ability to maintain confidentiality and use discretion with information.
- Ability to read and understand documents such as policy manuals, safety rules, and procedure manuals.
- Ability to write routine reports and correspondence.
- Ability to utilize common-sense understanding in order to carry out written, oral, or diagrammed instructions.
- Ability to take timely action to effectively solve problems, using established policies and procedures.
- Ability to work extended hours for emergency service situations.

**Requirements:**

- Knowledge of HVAC codes and proper application
- Knowledge of proper electrical and HVAC safety
- 5 years of HVAC field experience
- Must have strong math skills.
- EPA Certified
- Valid driver's license
- High school diploma or equivalent
- Successful completion of a certified HVAC installation training program and apprenticeship.
- Ability to explain technical information to non-technical customers.

**Great Benefits:**

- Comprehensive Family Health Insurance
- 401k
- Company profit sharing
- Flexible Maternity and Paternity Leave
- Paid holidays
- Ample and progressive paid off-time
- The most competitive pay in the industry. Technicians with ground-level experience will easily earn over \$50k/yr, while technicians with extensive experience and great customer care typically earn over \$100k/yr.
- Seasonal company events/parties for our families and some just for the adults.

Openings are limited, so be sure to get your application in today!