

Install Helper Position - General Info:

- Pay: \$18,000 - \$25,000/year DOE and Performance
- Benefits: Retirement plan, Paid training & holidays, Family Health Ins. & more (see below)
- Must Have: Driver's license, GED or Equiv.
- Must live in our service area.

Frasier's is presently looking to hire Service Helper/Assistant to help our technicians in the field. This position is entry level and does not require any prior experience in either the HVAC or Plumbing fields. It does, however, require an outstanding work ethic, a teachable personality, and the desire to grow and better oneself as a member of our team. Having some technical skill helps as well, but we can teach someone with a strong work ethic and a good attitude the technical end much more easily than the other way around.

This job includes some driving around the Northwoods, so being a safe driver is a must.

Job responsibilities include, but are not limited to the following:

- Assist in installation of forced air heating and air conditioning systems. As well as: hydronic heating systems, refrigeration equipment, or complete systems.
- Assist in installation or replacement of new duct systems in remodeled rooms or buildings.
- Assist Lead Install tech or Service Techs in safely hauling equipment, as well as all steps of the installation process under their instruction.
- Take care of installation/replacement job clean-up after a job is done.
- Assist Lead Install Tech in laying out and connecting electrical wiring between the controls and equipment according to the wiring diagram, using an electrician's hand tools.
- Maintain a constant drive to learn more and move in to a higher position (and pay) within our team.
- Assist in installing, connecting, and adjusting 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.
- Assist Lead Install Tech in inspecting and testing systems to verify compliance with plans and specifications and to detect and locate malfunctions.
- Assist in properly installing all manner of complex HVAC & Plumbing systems in a timely and proper manner.

Duties:

- Receive regular training covering HVAC codes and proper application; knowledge of proper electrical and HVAC safety.
- 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.
- Must have strong math skills.

- 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 if the demand is there in this service business.

Requirements:

- Valid driver's license.
- High school diploma or equivalent.
- A clean record - no DUI's, DWI's, OWI's or felons.
- Ability to explain technical information to non-technical customers.

What we offer:

- Comprehensive Family Health Insurance.
- 401k
- Company profit sharing.
- Flexible Maternity and Paternity Leave.
- Paid holidays.
- Paid Time Off
- Competitive pay.
- Starting out, DOE, you will be making \$8.50-\$12.00/hr.
- Your pay will also be enhanced by generous bonuses when you go above and beyond in the position. Ask about these bonuses at time of interview.
- Seasonal company events/parties for our families and some just for the adults.