



"HVAC LEAD INSTALLER"

JOB POST DATE:

- December 12, 2024

JOB START DATE:

- Immediate

DEPT:

- Installations Department

ROLE:

"LEAD HVAC INSTALLER"

- Minimum 8 years proven experience, with 2 years in a leadership or crew management role

JOB TYPE:

Full-Time

SHIFT, SCHEDULE, ATTIRE:

- Monday-Friday, occasional weekends/ On Call rotational schedule
- 7:00am-3:00pm
- Occasional Overtime hours with Overtime compensation
- Expected 40-44hours per week
- Attire: TBD with steel toed boots

LOCATION & COMMUTE:

- Home base is Markham, ON, but you will be servicing York Region, Durham Region, Toronto and the GTA
- Must have a vehicle and no driving infractions
- Must be available to commute in all weather conditions

WAGE/SALARY:

- \$30.00 - \$40.00 per hour
- Wage/Salary will depend on the candidate's credentials and experience, and will be discussed during the interview process.
- There will be a mandatory 3 month probationary period upon hiring.

BENEFITS:

- Outstanding Work Culture/Office Environment
- Use of company vehicle at times
- Incentives / SPIFF program
- Ongoing training and professional development opportunities.
- Opportunity to grow within the company
- The chance to work with a reputable and growing company.
- Free parking



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WHO WE ARE: <https://hargraveheating.com/>

Hargrave Heating & Air Conditioning is a professional HVAC company proudly servicing York Region and the GTA since 2007. **Customer Service and attention to detail are of the utmost importance to our business.** We are a dedicated, dynamic and passionate team who highly care about providing excellence in the HVAC industry and to our customers. In addition, we highly care about providing an exceptional, professional and positive working environment with pro-active and encouraging like-minded business professionals. Our work family dynamic is supportive and positive where everyone is valued, appreciated and stronger united, no matter what position you hold.

POSITION OVERVIEW:

The "HVAC Lead Installer" position requires an experienced and fully licensed professional with a minimum of 8 years of HVAC installation experience, including at least 2 years in a leadership or crew management role. This highly skilled, motivated HVAC Lead Installer is responsible for overseeing and managing installation projects while mentoring a top-tier crew. They ensure work is performed safely, efficiently, and within tight deadlines, consistently meeting or exceeding expected job durations without exceeding allotted hours, fostering accountability within the team to maintain productivity and professionalism.

SPECIFIC MANDATORY REQUIREMENTS:

- English – speaks English at an idiomatic level as well as having excellent written skills.
- TSSA G2 Gas Technician License, 313D Refrigeration License.
- NO criminal record and will be able to provide an Ontario Vulnerable Sector Check within the past six months (at your own expense) if hired for this role.
- Valid driver's license, own reliable vehicle to communicate daily to/from work and/or possible job sites.
- Can provide a driver's abstract (at your own expense) if hired for this role.
- Must have an O.S.S.D.
- Post secondary education an asset.
- Valid WHMIS, Safety Awareness Step 4 and/or 5, Working from Heights and ODP certifications or willing to obtain all of these certifications at your own expense prior to employment.
- References must be provided.
- Must be legally entitled to work in Canada.

ASSETS:

- Experience working with boilers and other hydronic heating solutions.
- Valid Standard First Aid 'C' with CPR & AED certification.
- ODP Certification.
- Experience with purchasing materials.
- Familiarity with **Housecall Pro** software.





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KEY RESPONSIBILITIES:

- Lead and manage an installation team to ensure high-quality service and project efficiency.
- Oversee the installation of HVAC systems, including furnaces, air conditioners, ductless splits, heat pumps, and other related equipment.
- Ensure all work is completed **quickly but efficiently and safely**, meeting deadlines without compromising quality.
- Review project plans and communicate effectively with management, customers and team members.
- Train and mentor team members including, but not limited to: project preparation, installations, truck organization, safety protocols, best practices, and customer satisfaction.
- Maintain team efficiency and ensure effective time management during projects.
- Troubleshoot and resolve installation issues promptly and professionally.
- Maintain accurate records of installations, materials, and team progress.

EXPERIENCE:

- Highly proactive and self-motivated, with a focus on efficiency and safety.
- Minimum 8 years of hands-on HVAC installation experience, including residential and commercial systems (furnaces, air conditioners, heat pumps, ductless mini-splits <experience in hydronic heating solutions such as boilers an asset>).
- Strong knowledge of blueprint reading, wiring diagrams, and HVAC tools/equipment.
- Minimum of 2 years of leadership experience, mentoring installers/apprentices, fostering team dynamics, and ensuring professional growth and development individually and as a team.
- Proven ability to resolve customer complaints and deliver high-quality service under pressure while adhering to safety and company protocols.
- Skilled in time management, problem-solving, and meeting tight deadlines without compromising safety or quality.
- Excellent communication and organizational skills for effective project execution and customer satisfaction.
- Experienced and confident driving and working in diverse weather conditions.
- **Asset:** Knowledge of Carrier systems and installation standards.
- Basic Computer and Technology proficient with the ability to use e-mail, text messaging as well as learn new apps and software such as One Drive, Housecall Pro.

ONLY SERIOUS CANDIDATES MEETING OUR CRITERIA TO APPLY!

HOW TO APPLY:

E-Mail ALL of the below requirements to hr@hargraveheating.com:

- Cover Letter
- Resume
- References
- Copy of all valid Licenses and Certifications

Thank you for your application. We will contact selected candidates within 5-7 business days. If you do not hear from us within 5-7 business days, you are welcome to re-submit your application in three months. Thank you again for your interest in a fulfilling career at Hargrave Heating & Air Conditioning.