



H V A C / R T E C H N I C I A N

Company Description:

Element Service Group Mechanical provides top quality HVAC maintenance, repairs, and system replacements. We are seeking new team members with good technical ability, experience, work ethic and teamwork skill sets. We offer competitive pay, benefits, paid holidays, and vacation plus simple IRA.

Job Description:

The Residential Service Technician is a position that involves but is not limited to:

- Service, maintenance, and repair various makes and models of HVAC equipment.
- Understand the operating principles of heating, air conditioning and work safety practices related to HVAC work.
- Utilizing equipment manuals and schematics to facilitate troubleshooting.
- Training & supervising junior technicians, as required.
- Compliance with site safety, security, and housekeeping.
- Reports to the Department Manager, Supervisor or Coordinator by direction.
- Other duties and responsibilities as required to ensure customer satisfaction and smooth operations.

Requirements:

- US Work Authorization
- High school or GED
- 2-year technical degree and/or equivalent field experience
- Knowledge of methods, tools and equipment used in the repair of heating and air conditioning equipment in residential and light commercial buildings
- Good mechanical aptitude
- Valid driver's license
- Self-supervising - work by direction of the division manager(s)
- Lift up to 100lbs
- Ability to pass background check and drug screen

Desired Knowledge, Skills & Abilities:

- EPA Certification, Universal
- Mechanical license preferred
- OSHA 10 or 30-hour
- NATE Certification
- Intermediate computer skills – Microsoft Office applications (Outlook, Excel & Word)
- Knowledge of mechanical, system controls & power distribution
- Be detail-oriented
- Team player mindset with positive attitude and good energy
- Customer service skills
- Strong technical communication and problem-solving skills
- Organized, forward thinking, and reliable
- Trouble-shooting skills to perform any necessary repairs or modifications to compressors, motors, condensers, fans, thermostats, ducts, gas lines and other mechanical equipment

Compensation:

Hourly: \$17–\$25/hour (Based on qualifications & work experience, plus commission)
Paid vacation & holidays
Major medical insurance
Simple IRA

Summary:

Employment type: Full-time hourly
Job type: Skilled technical labor
Minimum qualification: High school or GED, plus 2-year technical degree or equivalent training
Experience: 2–4 years equivalent field experience
Manages others: Yes, depending on project requirements – some supervision of junior technicians & assistants, as necessary
Industries served: Residential and light Commercial
Required travel: Local to RDU
Hours & schedule: Standard 5-day work week, plus overtime and on-call as required
Benefits: Major medical, disability, simple IRA
Compensation: \$17–\$25/hour (Based on qualifications & work experience, plus commission)