

Job details

Salary

\$25 - 27 an hour

Full-time

Qualifications

- Driver's License (Required)
- High School Diploma or GED equivalent
- Minimum four years documented experience in the repair, replacement and diagnostics of gas and oil furnace and boilers or minimum two years documented experience with a credited HVAC education through a Technical College.

Full Job Description

Energy Services HVAC Technician

Newcap, Inc.

Green Bay and Northeastern Wisconsin (Business location Oconto)

Summary of the Role

The Energy Services HVAC Technician will install all types of residential heating equipment and systems and perform various residential and light commercial HVAC service and repairs. They will work as part of a team to provide the best possible outcomes for our customers.

Newcap is a community action agency equipping low-income citizens with the tools and potential for achieving economic security. We are seeking to add a **HVAC Technician** to the Energy Services team at Newcap where we are embracing a Whole Family Approach. Meeting families not where they are – but **where they dream**. The Whole Family Approach is a family-led strategy that provides adults and children with the tools they need to set and meet goals together as a family. This model uses a holistic approach partnering with the family to address their needs and make progress on their goals; this partnership increases the likelihood of long-term success for everyone involved. By using the WFA, family members work together to support each other's goals and achieve long-term change and stability. Every family brings strengths, and every family knows best what it needs. We support and cheer them on.

We use the Family-Centered Coaching approach at Newcap which means we recognize the complexity of people's lives. We continually strive to understand the impacts of institutional discrimination, the implicit bias within organizations and systems, and how those factors influence our work to develop and deliver services. We value humility and ask questions before assuming we know what's right for someone else. Flexibility and the ability to respond to changing conditions with questions and curiosity are key to how we coach and build trusted relationships with clients and each other. We respect each individual and work with them on their own defined goals – not on what we think is best for them.

This coaching method uses techniques from goal setting, motivational interviewing, and strength-based training to help coaches work with households to address the needs of the whole family, when and how they need support. Using a flexible approach helps coaches establish trust and rapport through a parent's

progressive stages of change, FCC recognizes that families need different things at different times. Instead of focusing solely on setting goals, it allows coaches to address unique situations and life crises as they come up.

A coaching culture builds on individuals' strengths, we focus on what is working well and build from there, together. We strive for collaborative, transparent, relationships with everyone in our community. We recognize that our own individual experiences may be very different from others and we approach each person with respect. Embracing a coaching culture in our organization enables us to be more effective, create a larger impact, and facilitate long-term positive outcomes for the families and communities we serve.

You will not be bored with us! This individual must demonstrate strong problem solving skills, have the ability to multi-task, effectively communicate with our participants, families, team members, and community partners. Must have the ability to professionally represent our agency, and have a sense of humor because while we take what we do seriously, we love to laugh at ourselves. Well, and each other.

Why Join Newcap?

Newcap, Inc. is a private non-profit Community Action Agency whose mission since 1965 is to move people from poverty to opportunities and economic security while enhancing community development. This means you not only make a living, but you get to do good too. If you have ever wanted to make a difference every day, this is the place for you.

Community Action changes people's lives, embodies the spirit of hope, improves communities, and makes America a better place to live. We care about the entire community and we are dedicated to helping people help themselves and each other.

ESSENTIAL DUTIES AND RESPONSIBILITIES OF A HVAC Technician:

- Install high efficiency, oil and mobile home forced air furnaces, high efficiency boilers, room heaters and wall furnaces in a manner that meets Weatherization Program standards and state/local codes.
- Perform retrofit and repair measures on existing heating units.
- Clean and tune gas and oil furnaces and boilers.
- Test for and repair gas leaks and bond gas lines to code.
- Fabricate ductwork as needed.
- Install ductwork, flue dampers and other furnace related equipment.
- Install chimney liners.
- Assist with water heater installations.
- Perform program required diagnostic testing of equipment and complete associated paperwork.
- Operate and maintain tools and equipment.
- Comply with OSHA and program health and safety standards.
- Communicate with co-workers, supervisor, warehouse controller, administrative staff and management.
- Communicate with and maintain complete client confidentiality.
- Attend training as needed and/or mandated to fulfill job requirements to include but not limited to certifications for 10 Hr. OSHA Construction Health and Safety, Asbestos Supervisor and Lead Safe Renovator.
- Attend program, departmental and agency meetings.
- Drive company vehicle to assigned worksites in service area.

EXPERIENCE AND SKILLS REQUIREMENTS:

- Minimum four years documented experience in the repair, replacement and diagnostics of gas and oil furnace and boilers or minimum two years documented experience with a credited HVAC education through a Technical College.
- Demonstrated knowledge of sheet metal and ductwork sizing and installation.
- Knowledge of and ability to perform mechanical diagnostic testing.
- Knowledge and understanding of federal, state, and municipal codes and ability to comply with these codes.
- Ability to load and unload materials and equipment.
- Ability to use job related tools and equipment.
- Ability to climb ladders.
- Ability to work from heights and in confined spaces.
- Ability to work in all types of weather conditions.
- Basic computer skills.
- Basic carpentry skills.
- Basic math and measuring skills.
- Valid driver's license.
- Must be able to pass a criminal background check.

PHYSICAL REQUIREMENTS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to operate hand and power tools, operate insulation machines and controls, climb ladders, work in confined spaces, work outside in the elements and use appropriate PPE gear when necessary. The employee may be required to balance, stoop, kneel, crouch or crawl.

While performing the duties of this job, the employee is required to stand, walk and lift objects up to 50 pounds. Specific vision abilities regularly required by the job include close, distance, color and peripheral vision, depth perception and the ability to adjust focus.

CERTIFICATIONS – Preferred But Not Required

- HVAC Technician
- OSHA 10 Hr. Construction Safety and Health,
- Asbestos Supervisor,
- Lead Safe Renovator

Benefits:

You bring the skills, experience, and awesome attitude – what do we give back?

In addition to being part of a \$20 million (and growing) 10 county organization where over 97% of our 125+ staff say “we make a substantive difference in our community,” We offer:

- Full time, stable, year-round work.

- Over 4 weeks of paid time off in year one
- 16 paid holidays
- Medical insurance with very low premiums for you AND your family (they are our family too)
- Dental insurance that has no premium after the first year as long as two dental cleanings per year
- Retirement plan with match and 100% vesting from first contribution
- Vision insurance
- HSA contributions
- Wellness program
- Disability coverage
- Employee Assistance Program
- Ongoing training and education
- Employee and family events
- Family friendly, family minded organization ... and the people who work here

Pay: \$ 25 - 27 an hour

Job Type

Work location: Oconto