

## **Ideal Air Conditioning & Insulation, Phoenix, AZ.**

We are a high-quality HVAC, Insulation, and full-service home energy efficiency contractor serving the greater Phoenix, Arizona metro region, including Scottsdale, Mesa, Tempe, and Chandler. We offer home improvement services that improve comfort, indoor air quality, and building health and safety in home and business applications throughout the region. We are a growing company that promotes an atmosphere that encourages the entrepreneurial spirit and seeks people who want to share in our success!

### **We are Hiring an HVAC Installation Manager!**

Looking for someone with residential retrofit installation experience and a desire to support the team in the field, ensure they have proper training and the tools they need to do their job well and grow professionally.

#### **What we have to offer:**

- Company take-home vehicle
- **Dealer training for Trane & Mitsubishi equipment**
- We are **Trane Comfort Specialists & Mitsubishi Ductless Elite Pros**
- Contractor of the year Sustained Excellence! **ENERGY STAR Award 2023**
- **NATE Certification training & testing; 100% company paid**
- BPI Certified Professionals

#### **Benefits:**

- Health insurance
- Dental insurance
- Vision insurance
- Life insurance
- 40 hours of paid vacation - Year 1 (Increases with longevity)
- 40 hours of sick leave
- 7 paid holidays
- 401K with match
- Company take-home vehicle / uniform / iPhone / iPad
- Continuing Education
- Growth Opportunities

**Job Title:** HVAC Installation Manager

**Compensation:** \$80,000 - \$100,000 per year, depending on experience

**Work Type:** Full time

**What you will be doing:**

- Manage the installation operations of the company
- Scheduling and dispatch of the crews
- Clear and concise communications with company customers, including keeping customers apprised as to company schedule and requested lead time
- Oversee the training and efficiency of installers
- Conduct weekly meetings and training with install team members
- Ensure materials and equipment is staged for install team
- Implementation and enforcement of company's policies and procedures
- Ensure install vehicles are kept clean, organized and fully stocked
- In charge of keeping call back / warranty rate below the Ideal standards
- Oversight of all previous days' jobs, that all test out data was conducted correctly and all supporting documentation was uploaded
- Conduct team member evaluations and be in charge of overseeing the growth of each installer by ensuring performance to the Ideal standards
- Be an innovative leader and always look for more efficient, better ways of executing our installs
- The overall supervision of the company's installation crew and the profitability of installation jobs

**Qualifications / Skills:**

- 3+ years of HVAC management experience
- Residential retrofit installation experience
- Consistent track record of meeting and exceeding revenue objectives in HVAC and/or service industry
- Strong communication skills and responsiveness with install teams, customers and management
- Prior experience setting up and tracking inventory systems
- Detail oriented and highly organized with exceptional follow-through abilities
- High computer proficiency and ability to learn software quickly

- Experience with motivating/coaching/training staff
- Ability to work independently and part of a team
- Valid driver's license and insurable driving record

**Check us out online: [www.idealairaz.com](http://www.idealairaz.com)**