



License #PC659007, MB673406, EA659286

JOB DESCRIPTION

LICENSED PLUMBER

JOB PURPOSE

Plumbing installation and repair to provide the most transparent and best experience for our clients.

JOB RESPONSIBILITIES

1. 100% Customer Satisfaction

- Plumbing service, residential and commercial
 - Diagnosing and providing solutions
 - Pipe repair
 - Fixture repair/replacement
 - Equipment repair/replacement- water heater, water softener and pumps
 - Drain cleaning, camera and locate
- Plumbing remodel installation:
 - Tub/shower replacement
 - General fixture replacement
 - Water and DWV replacement
- New plumbing installation:
 - Drain, waste & vent per MN plumbing code.
 - Water piping per MN plumbing code.
 - Fixture and equipment installation and testing
 - Gas piping.
 - Blueprint reading and application
- Performing plumbing inspection tests per MN plumbing code
- Use of trade tools:
 - Core drill

- Hammer drill
- Press tools
- Pipe threader
- Lift equipment
- Earth packer
- Meters- electrical & combustion
- Project accountability & tracking
- Communication with clients & team
- Develop labor saving techniques
- Maintain licenses and continuing education
- Continue to develop plumbing skills
- Follows job site safety requirements
- Coordination with other trades
- Material handling (returns and orders)
- The Licensed Plumber reports to the Plumbing Manager.

SKILLS

The Licensed Plumber must demonstrate the following skills:

- Team building
- Problem solving
- Decision making
- Effective verbal and listening communication
- Attention to detail
- Organizational
- Written communication
- Stress management
- Time management
- Blueprint reading
- Trade tool and equipment use

PERSONAL ATTRIBUTES

The Licensed Plumber must maintain strict confidentiality with finance and personal information. The Licensed Plumber must also demonstrate the following personal attributes:

- Honest and trustworthy
- Respectful
- Sound work ethics
- Works well with others
- Good interpersonal skills
- Flexibility

PHYSICAL DEMANDS

The Licensed Plumber will spend 100% of their time in the field. Working conditions may include hot and cold days in the field. Lifting conditions may be up to 100 pounds.

MENTAL DEMANDS

There are deadlines associated with this position which may cause significant amounts of stress. The Licensed Plumber must be able to maintain good customer service when dealing with a wide variety of people and complex plumbing issues.

PERFORMANCE REVIEWS

The Licensed Plumber will receive performance reviews at intervals appropriate to their position and length of employment and their success will be based on the following criteria:

- Ability to start, finish and manage projects without guidance
- Development of processes and tools that streamline operations and cut costs
- Customer satisfaction
- Work ethics
- Trade knowledge
- Communication with team
- Ability to learn and apply new processes

COMPENSATION PACKAGE

Salary	\$
Status	Full Time
Employee health insurance	75% of employee plan
Simple IRA	Match up to 3% of Salary after 60 days
Tablet	Yes
Vehicle access	Yes, after onboarding process is completed
Cell Phone	Yes
Schedule	4-day work weeks, 7 am to 4:30 or later
On call	Yes, when you get a company vehicle
Vacation	2 weeks, after 6 months employment
Holidays	8 paid holidays per calendar year

Additional Compensation:

- Tool bonus, \$500 allowance to update tools for the company, for your vehicle or job site
- Continuing education classes will be provided at Ron's Plumbing, HVAC and Electric's expense.
- Ron's Plumbing, HVAC and Electric will cover all expenses if you are to be traveling (Fuel, Room, vehicle and maintenance)

- Clothing allowance of \$300 per year for t-shirts, sweatshirts, jackets, hats, boots, gloves and safety apparel