



Commercial & Residential Services since 1954

## **JOB DESCRIPTION**

### **LICENSED ELECTRICIAN**

#### **JOB PURPOSE**

The Electrician is responsible for the employees that are assigned to them, in order to ensure organizational effectiveness and efficiency.

#### **JOB SCOPE**

The Electrician reports to the Electrical Manager and is responsible for the specific job they are assigned to.

#### **JOB RESPONSIBILITIES**

- Organization
- Meet deadlines
- Build and maintain crew
- Communication
- Prepare order list
- Set goals daily
- Must maintain current driver's license and be insurable
- Perform work according to the NEC
- Position employees in an area they can succeed but also be challenged
- Maintain licenses and continuing education
- Responsible for all employees on the job site
- Help train new employees and grow existing employees with labor saving ideas
- On call 4 weeks a year

#### **KNOWLEDGE, SKILLS AND ABILITIES**

##### **Knowledge**

The Electrician must have proficient knowledge in the following areas:

- Knowledge of Electrical equipment and tools
- Ability to maintain a schedule
- Ability to adjust to various work loads
- Knowledge of day-to-day workings of the project
- Maintain electrical certification

## **Skills**

The Electrician must demonstrate the following skills:

- Team building skills
- Problem solving skills
- Decision making skills
- Effective verbal and listening communications skills
- Attention to details skills
- Organizational skills
- Stress management skills
- Time management skills
- Coordination with other trades
- Material handling (returns and orders)
- Fills out project logbooks
- Follows job site safety requirements
- Blueprint reading skills

## **PERSONAL ATTRIBUTES**

The Electrician must demonstrate the following personal attributes:

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

## **PHYSICAL DEMANDS**

The Electrician, on average, will spend 90% of their time within driving distance and 10% of their time on the road. Working conditions may include hot and cold days in the field. Lifting conditions may be up to 100 pounds.

## **MENTAL DEMANDS**

There are a number of deadlines associated with this position which may cause significant amounts of stress.

## **PERFORMANCE REVIEWS**

The Electrician will receive a performance review yearly on their anniversary date and their success will be based on the following criteria:

- Ability to start, finish and manage projects without guidance
- Development of process and tools that streamline operations and cut cost
- Customer satisfaction
- Work ethic

## COMPENSATION PACKAGE

<b>Salary</b>	\$ 41.00 an hour based on experience
<b>Status</b>	Full Time
<b>Employee health insurance</b>	75% of employee plan
<b>Simple IRA</b>	Match up to 3% of Salary
<b>Schedule</b>	4-day work week, 7:30am-?
<b>Vacation</b>	10 days after 6 months of employment
<b>Holidays</b>	8 paid holidays per calendar year.
<b>Tablet</b>	Yes
<b>Cell phone</b>	Yes
<b>On call</b>	Yes
<b>Vehicle</b>	Yes

### 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