

**Position Title: Licensed Electrician**

**Reports To: C.O.O.**

**Supervises (Yes/No): Yes**

**FLSA Status: Non-Exempt**

**Pay: \$20 to \$24 per hour**

## Our Mission

North Wind's Vision is to transition our society to one powered by renewable energy. As a member owned cooperative, we are demonstrating a better way to build a successful business in Central Wisconsin. Our members are empowered, educated, and engaged. We work with our clients to install the highest quality solar power systems. Our community is more resilient because North Wind is helping build it. Together we are powering forward a more democratic economy.

We are not your typical contractor. We are re-defining the contractor experience. We pride ourselves on the quality of our installations and our client interaction. Our customers are our greatest source of future business. We treat all customers as we would like to be treated by contractors.

North Wind transitioned to a worker owned and managed cooperative in early 2017 and offers a clear path to shared business ownership.

## Scope and Impact

The Electrician responsible for leading a crew of Photon Technicians in the assembling and installing of photovoltaic (PV) systems on roof or other structures as directed. This includes measuring, cutting, assembling, and bolting structural framing and solar modules and performing electrical work as directed.

## Essential Functions and Responsibilities

1. Installs photovoltaic (PV) systems in accordance with codes and standards as directed.
2. Supervises PV installation crew. This includes, understanding the project, communicating with the property owner, directing individual work tasks,
3. Sets up workstations from a variety of elevated positions using ladders, personnel lifts, and scaffolding.
4. Drives company vehicles and operates other equipment such as forklifts and scissors lifts following safety recommendations.
5. Uses hand tools and power tools to mount solar modules, panels and/or support structures as directed.
6. Applies weather sealing to array, building or support mechanisms, understands effective weather tight sealing and notifies supervisor of any deficiencies.
7. Performs electrical work including pulling wire, mounting electrical boxes and running conduit on walls or attics.
8. Operates hand tools and power tools and equipment such as drill motors and power screwdrivers.
9. Insures installation accuracy, assists in checking electrical installation for proper wiring, polarity, grounding or integrity of terminations as needed. Operate electrical testing equipment, Digital Multi-Meters.
10. Take the lead during project commissioning, inspections, and working with utility officials.
11. Cleans and maintains shop areas, work site, company vehicle, and storage areas
12. Loads and unloads supplies and materials.
13. Follows all safety regulations and guidelines at all times and wears appropriate personal protective equipment as required. Leads by example.
14. Reports any problems or discrepancies to the supervisor in a timely manner.

15. Works schedules as determined by customer needs. **Traveling and overnight stays, up to 50% of work schedule, is required.**

## Qualifications

### Education / Certification / Licensure

Minimum education:

- High school or equivalent
- Preferred experience:
- 1-2 years solar installation experience
  - 1-2 years carpentry skills

Required Certifications:

- Wisconsin Journeyman Electrician (or the ability to sit for the exam within 3 months of hiring)
- OSHA 30
- NWREC Forklift Trained
- HazMat
- Red Cross First Aid

### Experience required

None

### Knowledge and Skills Required

Aptitudes that lead to success:

- Strong ability to work with hands, troubleshooting, electrical aptitude,
- Positive attitude
- Excellent communication and customer service skills.
- Must work well in a team environment.

### Physical Demands / Work Environment

- 1) While performing the essential functions of this job, the employee is regularly required to stand, kneel, bend, walk, climb, use hands, reach with hands and arms, and talk or hear. The employee is regularly required to lift/move materials of 50 pounds, occasionally overhead, unassisted
- 2) While performing the duties of this job, the employee is regularly exposed to high, precarious places, outdoor weather conditions, confined spaces, and extreme temperatures.
- 3) Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

## **Total Benefits Package**

- Membership in the Cooperative after 2 years. Members share equally in the prosperity of the cooperative and have an equal vote in the cooperative's decision making.
- Cooperative-wide Performance Based Bonus's. Critical numbers are established in the beginning of each year and quarterly achievements can equal bonus payout.
- Disability Insurance both long and short term
- HSA Contributions of \$100 per month
- \$300 monthly contribution towards Health Care Insurance
- Paid Education: Both Professional Development and Personal Enrichment
- Solar Installation on your home at cost
- Nine paid holidays and 72 hours of paid time off after 120-day probationary period
- Clear pathways for advancement in this rapidly growing business.