

Position Description



Position Title: Photon Technician
Reports To: DC Lead or Electrician

FLSA Status: Non-Exempt
Supervises (Yes/No): No

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 and 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 our contractors.

Position Summary

The Photon Technician is responsible for assembling and installing photovoltaic (PV) systems on a roof or other structures as directed. This will include, but not limited to, installation of racking, grounding hardware, DC conductors, components, and modules, trenching, setting up job sites, cleaning up, and restocking.

Essential Functions and Responsibilities

1. Installs PV systems in accordance with codes and standards as directed.
2. Operates hand tools and power tools and equipment such as impact drills, hammer drills, shovels, and screwdrivers.
3. Uses hand and power tools to install PV systems as directed.
4. Follows all safety regulations and guidelines at all times and wears appropriate personal protective equipment as required.
5. Sets up workstations from a variety of elevated positions using ladders, personnel lifts, and scaffolding.
6. Lifts and carries required equipment, products, and trash to and from the work area.
7. Loads and unloads equipment, products, and trash to and from vehicles.
8. Cleans and maintains shop areas, work sites, company vehicles, and storage areas.
9. Applies weather sealing to array, building or support mechanisms, understands effective weather tight sealing and notifies supervisor of any deficiencies.
10. Performs excavation as needed for ground racking systems and trenching conduit runs.
11. Performs electrical work including pulling wire, mounting electrical boxes and running conduit on walls or attics.
12. Assists in checking electrical installation for proper wiring, polarity, grounding or integrity of terminations as needed.
13. Operate electrical testing equipment, Digital Multi-Meters.
14. Drives company vehicles and operates other equipment such as forklifts and scissors lifts following safety recommendations.
15. Reports any problems or discrepancies to the supervisor in a timely manner.
16. Work schedules are determined by customer needs. Traveling and overnight stays, up to 50% of the work schedule, is required.

Qualifications & Requirements

Minimum Education and Requirements:

- High school or equivalent
- Valid WI Driver's License
- Must be able to successfully pass pre-employment screenings

Required Certifications/Licensure (within first year of employment)

- OSHA 10
- NWREC Forklift Training
- Red Cross First Aid

Preferred Certifications/Licensure;

- NABCEP Associates Certificate or Installer Certificate

Experience

Required: None

Preferred:

- 1-2 years solar installation experience
- 1-2 years carpentry skills

Knowledge and Skills That Lead to Success

- Strong ability to work with hands, troubleshooting, electrical aptitude
- Positive attitude
- Excellent communication and customer service skills
- Works 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. Occasionally performing work in tight spaces such as an attic, crawl space or closets.
4. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Total Benefits Package

1. Health insurance available through WPS and dental insurance through Delta Dental with a \$300 Northwind monthly contribution.
2. Disability Insurance both long and short term
3. HSA Contributions of \$100 per month
4. Life insurance
5. Paid Education: Both Professional Development and Personal Enrichment
6. Generous equipment allowance for both Safety equipment and tools

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7. Solar Installation on your home at cost
8. Nine paid holidays and 72 hours of paid time off after a 120-day probationary period. 112 hours paid time off in your second year of employment.
9. 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.
10. Cooperative-wide Performance Based Bonuses. Critical numbers are established in the beginning of each year and quarterly achievements can equal bonus payout.
11. Clear pathways for advancement in this rapidly growing business.

Intent and Function of North Wind Position Descriptions

This position description is intended to cover the most significant aspects of the position. There may be additional responsibilities assigned beyond those stated in this position description. North Wind reserves the right to modify, the role, responsibilities, requirements and position status as compliance regulations or business needs dictate.

Position descriptions assist North Wind in assuring the hiring process is administered fairly and qualified candidates are selected. They are essential to effective performance management and compensation systems.

In accordance with the Americans with Disabilities Act, it is possible that requirements may be modified to reasonably accommodate disabled individuals. However, no accommodations will be made which may pose serious health or safety risks to the team member or others or which would impose undue hardship on the company. Position descriptions are not intended as and do not create employment contracts. North Wind maintains its status as an at-will employer and employment separations can occur for any reason not prohibited by law.

Employee Acknowledgement

Employee signature below constitutes the employee's understanding of the requirements, essential functions and duties of the position.

Employee Printed Name

Employee Signature

Date

Supervisors Printed Name

Supervisors Signature

Date