First Tracks Mechanical

HVAC Journeyman Job Description

First Tracks Mechanical | Full time | Colorado

First Tracks Mechanical is seeking an HVAC Journeyman for residential and commercial heating, cooling, and ventilation work. The role includes new construction, remodels, equipment replacements, service, and startup. You will complete assigned installations, solve field problems, support apprentices, and coordinate with the HVAC Lead and project team.

Primary Responsibilities

- Install, service, and troubleshoot furnaces, air handlers, heat pumps, split systems, and controls.
- Install ductwork, ventilation equipment, ERVs/HRVs, flues, and related components.
- Read plans, specifications, wiring diagrams, and manufacturer instructions; plan materials and methods.
- Perform equipment startup, functional checks, airflow measurements, and static pressure testing.
- Ensure work complies with applicable mechanical codes, permits, and safe work practices.
- Coordinate daily work with the HVAC Lead, project managers, other trades, customers, and inspectors.
- Guide installers and apprentices and check assigned work for quality and completeness.
- Maintain clean jobsites and report progress, field issues, and material requests to management.

Secondary Responsibilities

- Assist with equipment selection, material takeoffs, ordering, and project planning.
- Diagnose and repair heating, cooling, ventilation, and control problems as assigned.
- Perform combustion analysis and document commissioning results when qualified.
- Document labor, materials, change orders, and service work accurately.
- Care for company tools, equipment, and vehicles and explain work to customers when appropriate.

Minimum Qualifications

- High school diploma or GED and EPA Section 608 certification appropriate to the equipment serviced.
- Experience installing and troubleshooting forced air heating and cooling systems.
- Ability to read construction plans and wiring diagrams and organize assigned field work independently.
- Valid driver’s license and an acceptable driving record.
- Ability to use HVAC tools safely and perform field work, including lifting, climbing ladders, working in attics, crawlspaces or confined spaces, and working in varying weather.
- Clear communication and a professional approach with customers, coworkers, and contractors.

Preferred Qualifications

- NATE certification or manufacturer training certifications.
- Commercial rooftop unit, sheet metal duct fabrication, or heat pump experience.
- Experience guiding apprentices, performing Manual J/D work, or coordinating inspections.

Benefits

- 6 paid holidays.
- PTO eligibility after 1 month of employment.
- Employer paid health insurance.
- Fuel reimbursement.

Compensation

$28–$44 per hour. Pay within this range depends on experience, certifications, technical skills, and ability to lead assigned work.