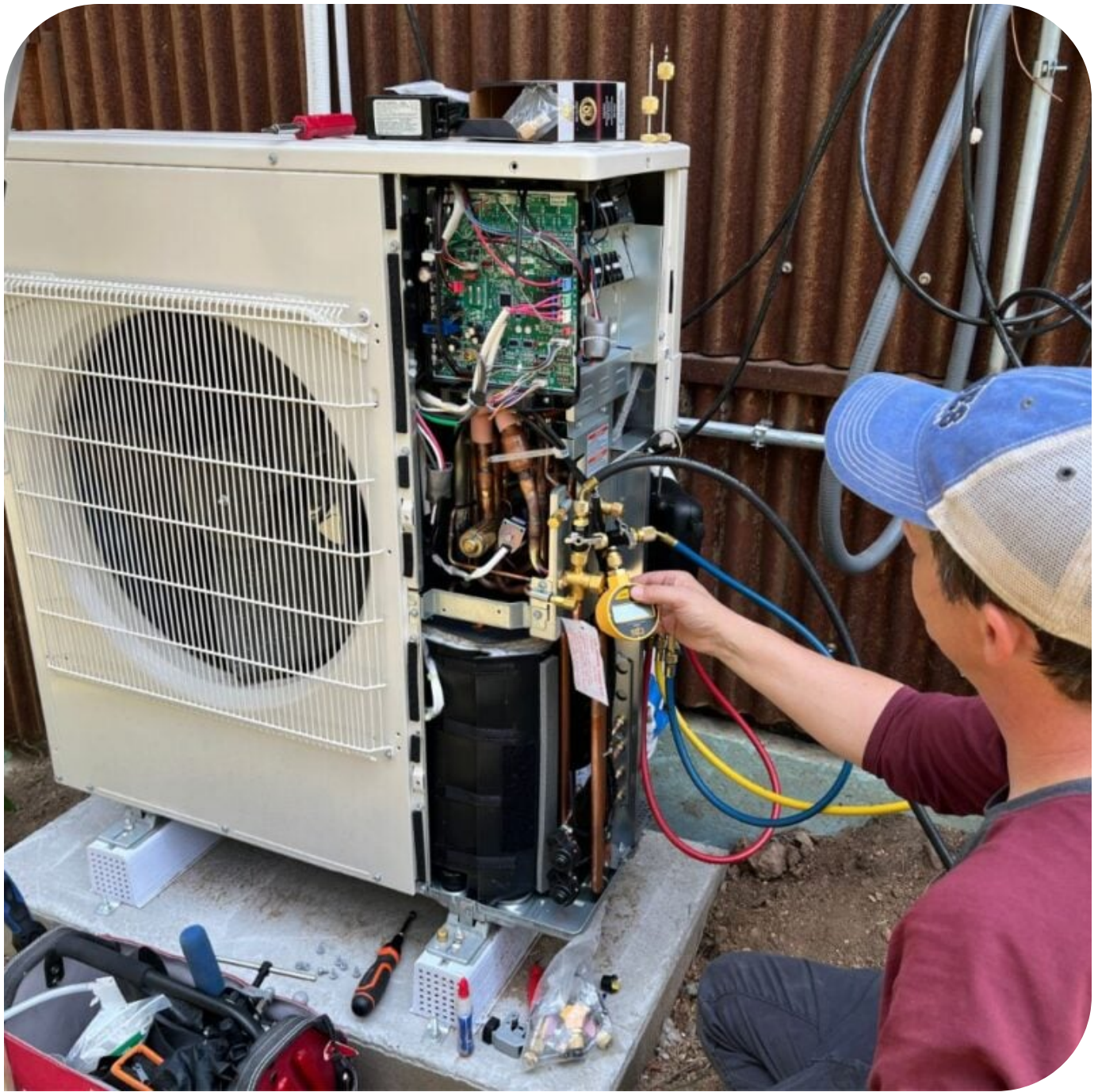




Lead Heat Pump HVAC Installer: Build The Future Of Home Comfort (Denver Metro)



WANT TO WORK IN HEAT PUMPS? LET'S TALK.

If you're the person everyone trusts to "do it right" on an install, and you're tired of slap-it-in-and-go companies, this is for you.

Just Heat Pumps is a fast-growing Denver-based heat pump installation company focused 100% on high-performance **heat pump** systems. We're building a small, elite team that cares about **craftsmanship, communication, and clean air**, not just speed.

We hire for **character and aptitude first**, then build skills together.

WHAT YOU'LL LEAD

You'll be the point person on 1-3 person install crews, owning both planning and execution for residential heat pump projects:

- **Inside / Interior Work**
 - Ductwork modifications: measure, cut, assemble, and seal transitions, returns, and supplies
 - Air handler / indoor unit setup: hang, level, and orient for airflow and serviceability
 - Electrical & control wiring: low-voltage control, thermostat wiring, and terminations at the air handler
 - Filtration & IAQ: filters, media cabinets, and accessories as designed
 - Condensate management: drains, traps, pumps, and clean routing
 - Indoor-side line set connections and participation in pressure testing / commissioning
- **Outside / Exterior Work**
 - Outdoor unit placement: pad prep (small concrete / Quickcrete pads), level and secure the condenser
 - Line set routing & connections: thoughtful penetrations, protection, flares/brazes that don't leak

Vacuum & commissioning: pulling deep vacuum, verifying tightness, assisting with charge and startup

- Electrical disconnect & power: coordinating with our electrician or performing simple terminations
- Weatherproofing: line set covers, penetrations sealed, clean exterior finishes

You don't have to be perfect at all of this on day one—but you need to be **honest about what you know, hungry to improve, and comfortable leading a helper.**

WHO YOU ARE (CHARACTER-FIRST)

We care more about **who you are** than how long your resume is.

You might be a great fit if:

- You **take pride** in the work no one sees (a level pad, clean lines, proper support, sealed ducts).
- You're calm and respectful with homeowners, even when things go sideways.
- You're **organized**: you think ahead about materials, tools, and sequence.
- You like mentoring – showing an apprentice *why* something matters, not just telling them what to do.
- You actually want to understand the **physics** (airflow, refrigerant, psychrometrics) behind what you do.
- You're aligned with our core values:
 - **Mastery in Motion** – improving your craft every week
 - **Radical Integrity** – no shortcuts, no hiding problems
 - **Positive Impact** – cleaner air, lower bills, better homes
 - **Disciplined Efficiency** – planned, prepared, buttoned-up installs

Minimums:

- Solid experience in residential HVAC install OR equivalent (e.g., ductwork + minisplits + changeouts).

- Comfortable on ladders, in attics, crawlspaces, and working outside.
- Valid driver's license and reliable transportation.
- Able to lift 50-75 lbs with good body mechanics.

Nice-to-haves (not required):

- Prior lead/crew leader experience
- EPA 608
- Heat pump experience (ducted or ductless)
- BPI / energy audit / electrification experience

WHAT WE OFFER

- **Pay:** Target range **\$36-\$48/hour** depending on experience, leadership, and capabilities
- **Bonuses:** Project and profit-sharing bonuses tied to quality, internal goals and team performance.
- **Paid Time Off With Additional Paid Holidays**
- **Healthcare:** Health premium & expenses reimbursement (we help you pick the best option)
- **Retirement:** Retirement 3% company match
- **Tools:** Core tools provided + Tool allowance
- **Training & Lab:** In-house training rigs, real performance testing, and direct mentoring from the owners:
 - **Dr. Xerxes Steirer** – PhD physicist, School of Mines Professor & NREL background.
 - **Erin Shine** – BPI building scientist with 15 years as a serial entrepreneur in sustainability.

We are designing one of the **best heat pump training systems in the U.S.** – your input will shape it.

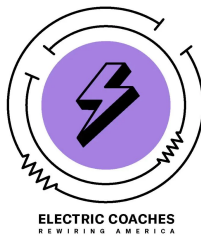
HOW WE HIRE (AND HOW YOU APPLY)

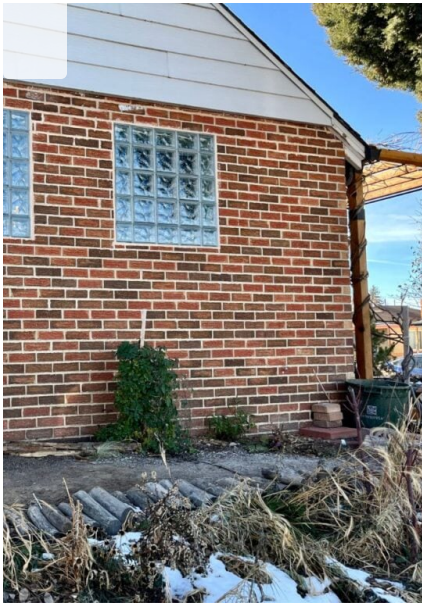
We don't hire off a resume alone. Our process:

Offer + 90-day onboarding plan – clear path to full Lead responsibilities

Short application – send us:

1. Your Resume and Cover Letter to HR@JustHeatPumpsLLC.com
2. Pay range you're asking for
3. Fill out our questionnaire here (required) – link here:
<https://forms.gle/kATDCrGDZHEkQM1t9>
4. 15–20 minute phone or video call with the owners – culture and communication fit
5. Paid field try-out – half-day on site or in our warehouse to see how we work together
6. Offer + 90-day onboarding plan – clear path to full Lead responsibilities





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Your Community-Based,
Emissions-Driven Denver
Metro Area Heat Pump
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