



Position Description

Job Title: Installer	Effective Date: <i>(Date of hire or position change)</i>
Department: Operations	FLSA Status: <input checked="" type="checkbox"/> Non-Exempt <input checked="" type="checkbox"/> Full-Time <input type="checkbox"/> Part-Time
Reports to: Operations Manager	Supervises: N/A
I. Summary of Position: <i>(Provide a brief narrative, one or two sentences, that highlights the primary mission and key responsibilities of the job).</i> Responsible to perform safe and efficient customer installations to an exceptional level of quality.	
II. Performance Measures: <i>(Identifies the measures that indicates successful performance in the role.)</i> <ul style="list-style-type: none"> • 100% Compliance of Field Operations to Concare’s Quality Standards; • 80% Compliance of Concare’s On-Time performance measure; • 100% Compliance of Customer’s Operational and Safety Requirements; • No OSHA recordable accidents annually; 	
III. Principal Duties: <i>(State the essential functions of the job – those responsibilities that must be performed. Include regular day-to-day duties as well as duties that occur at irregular intervals but that are of a recurring and essential nature. Include leadership and managerial responsibilities, if applicable).</i> <ul style="list-style-type: none"> • Exhibit Concare’s Core Values daily; 1) We care about our customers, 2) Eager to Learn, 3) We solve challenges through teamwork, 4) Work hard/Do whatever it takes, 5) Fiercely proud/Always strive for perfections and 6) Treat other’s property as if it is our own; • Achieve Concare’s On-time performance measurable; • Fully understand assigned tasks • Comply with Concare Safety Requirements • Adapt to Customer’s Safety Standards • Continuously improve safety practices in the field and identify areas of improvement • Participate in field training to upgrade and improve personal training levels • Additional duties are assigned based on the training level achieved in this position 	
IV. Authority <i>(Authority level inherent to position).</i>	
V. Behavioral Requirements - Personal Skills and Competencies: <i>(Identify any behavioral characteristics and attributes that would contribute to superior performance for this position, i.e. organization skills, communication skills, detail-orientation, analytical skills).</i> <ul style="list-style-type: none"> • To communicate effectively and in a timely manner; • Excellent organizational skills execute work assignments 	

- Committed to exceeding expectations;
- Available to work weekends, holidays, 1st, 2nd or 3rd shift; with shifts often more than 8 hours;
- Ability to travel overnight for multiple nights;
- Ability to pass a background check, drug screen and physical;
- Own a vehicle and possess a valid driver's license;

VI. Customer Base: *(Identify who the primary and secondary customers are for the position. This includes any person or group of people, internal or external, who rely on the work product of the position).*

- Management Team
- Customers
- Field Installation Team

VII. Working Conditions/Physical Requirements of the Job: *(Indicate what the physical requirements are to complete the essential functions of the job, i.e. lifting, standing, etc. Also indicate any working conditions that may be out of the ordinary, i.e. travel, hours of work, exposure to noise, outside conditions, etc.).*

- Ability to lift 50 lbs. unassisted, travel to customer sites, sit/stand/walk for extended periods of time; navigate around obstacles; climb stairs and ladders;
- Visual and auditory capability to perform duties;
- Ability and willingness to be exposed to cold, heat, humidity, rain, or snow during travel or at project sites;
- Ability to travel overnight as needed;
- Ability to work evenings, weekends and/or holidays as needed;
- Maintain a valid driver's license and own a dependable vehicle.

The above is not intended to be an all-inclusive list of the duties and responsibilities for this job, nor is it intended to be an exhaustive list of the skills and abilities required to do the job. Rather, it is intended to describe the general nature of the job. Employees may, from time to time and on an as-needed basis, be required to perform duties outside of the responsibilities listed here.

Approvals

Signature _____ Title _____

Signature _____ Title _____