

## CAREERS – POWERED BY SOLARCRAFT

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### Project Foreman / Crew Lead

SolarCraft – Novato, CA

*We are looking for partners, not employees.*

For more than 35 years, SolarCraft has been committed to providing solar and clean energy solutions that deliver the highest financial and environmental benefits possible to our North Bay community; providing renewable energy for homes and businesses that is far cheaper than fossil-fuel based utility power, reduces pollution directly into our environment, and improve energy resilience (back-up power, energy management, reduce grid infrastructure). We reduce the cost of living and the cost of doing business locally, improve environmental health locally, create great jobs locally, and demonstrate leadership and responsible living in our community and beyond.

*Everyone counts at SolarCraft. We are 100% Employee-Owned and all employees are given equal chance to be partners in our business, earn competitive wages with performance-based incentives, PTO, Holidays, and Benefits. There is great opportunity to advance within SolarCraft and to work in the rapidly evolving clean energy industry, where every day we are helping change the world we live in.*

### **SolarCraft is seeking an experienced, highly motivated Solar PV Foreman / Crew lead to join our team.**

The position will be Full-time, based in our Novato, CA Headquarters and working primarily throughout the SF North Bay Area. Foreman are an integral part of our Solar Operations team, and support our Construction Operations, Design/Engineering, and Service departments. The primary responsibilities of the Foreman/Crew Lead are:

- 1) to work closely with Project Manager and with field installations crews to manage all the on-site responsibilities of installing solar PV projects for homes and businesses. This is a player-coach role that requires a positive attitude and 'lead by example' character.
- 2) Lead a team of 2 – 5 persons installing solar PV and battery energy storage systems for residential and commercial projects.
- 3) as directed by Project Manager and Operations Department leaders (COO, Procurement, Design/Engineers), to manage onsite communications with client, sub-contractors, partners, and field crews toward successful installation of solar projects, on time and on budget.
- 4) work collaboratively with other departments to establish project milestones, ensure safety, quality and company processes are adhered to, help plan and execute project build strategies.

### **Job Description - Foreman of Residential and/or Commercial PV Solar Field Crew**

Position requires the ability to supervise others, communicate with clients, and the ability to work safely and confidently on roofs and ladders (at heights) or on ground mount builds involving excavation work while performing manual skilled labor for the majority of the day. Requirements include 4-6 years construction experience, with solar PV electrical knowledge and field crew management experience.

Position reports to Project Manager, and as the field team leader and onsite company representative of projects, your primary goals are to 1) ensure that all work is being performed safely, following company safety policies to protect clients, partners and employees and client's property, 2) Perform work to

highest quality standards, 3) to communicate with clients and partners as needed onsite, ensuring that client's site and family/employees (our job site) are treated respectfully, that client satisfaction is achieved, and 4) maintain project milestones and budgets.

**Responsibilities & Requirements:**

- Must have 3+ years solar electric experience.
- Proficiency in constructing electrical systems from top to bottom.
- 4-6 years field experience in solar energy industry, or close equivalent.
- Must be reliable, and demonstrate highly-ethical behavior and good judgment at all times.
- Must be able to maintain client and company confidentiality
- Set goals, manage, and supervise Installation teams on projects to meet project build timelines and milestones.
- Manage, train, and assess/report on all on-site labor and partners to help build and maintain the best field teams possible for SolarCraft.
- To assess team and project requirements to be able to assign and prioritize tasks to team members based on ability to best build code compliant and high-quality solar electric systems on business and residences.
- Read and understand all project drawings and blueprints.
- Track and record time allocation to specific tasks on projects.
- Maintain a clean and orderly work site.
- Maintain truck stocks and coordinate with Procurement and PMs as needed to allow for timely and efficient installations.
- The ability to lift 75lb.
- Expert knowledge and ability to use basic hand tools and use measuring devices.
- Use power drills, portable band saws, conduit benders, etc.
- Work on a roof (no fear of heights, but healthy respect for safety concerns is good).
- Lay out and build solar array support rack with little supervision
- Install balance of system components including but not limited to installing water-positive roof flashings, pulling wire, installing electrical conduit, installing electrical switches and junction boxes, gluing and installing PVC plumbing.
- Install solar electric inverters and other electrical devices such as optimizers, battery-storage systems, and network enabled monitoring hardware.  
Baseline ability to perform QA/QC on installations and perform testing and commissioning.
- Understand electrical theory and methods used in AC and DC wiring systems.
- Thorough understanding of NEC and CSLB construction requirements and standards.
- Ability to work with all levels of management.
- Strong organizational, problem-solving skills, especially as they pertain to construction, building codes, safety, and materials and site management.
- Demonstrated ability to interact with customers in a diplomatic, respectful manner.
- Ability to work independently with minimal supervision.
- Strong interpersonal skills.
- Strong attention to detail, extremely organized and skilled at following through to completion of tasks.
- Self-starter with the ability to work well in a fast-paced work environment both independently and as part of a team.

- Consistently works in a professional and presentable manner appropriate with role and scope of work, both in the office and when in communications with clients, vendors and partners.
- Understanding of construction cost models and management of budgeting cash flow preferred.
- Familiarity with Structured Finance or Solar Finance models is a plus.
- Certifications to operate heavy equipment and/or clean license to drive commercial trucks is a plus.
- NABCEP Installation certification a plus.
- PMI PMP certification a plus.

**Competitive Compensation and Benefits:**

- Competitive pay including base salary and incentive plans and PTO benefits.
- Health insurance with company subsidy.
- ESOP participation and 401(k).
- On-the-job training and education in solar energy.
- Opportunities for advancement within a rapidly growing business and industry

SolarCraft is an equal employment opportunity employer and will consider all qualified candidates without regard to race, religion, color, age, sex, sexual orientation, marital status, nationality, veteran status or disability. If an offer of employment is made, proof of authorization to work in the US and/or U.S. citizenship must be provided.

Cover letter and resume to: [jobs@solarcraft.com](mailto:jobs@solarcraft.com) or fax: (415) 382-0592