



Position: Lead Installer – Commercial

Reports to: Construction Superintendent

FLSA Status: Non-Exempt / Hourly

Status: Full-Time

Compensation: Varies by experience

Benefits: Medical, dental & more.

Sunspear is seeking an experienced Lead Installer to join our Commercial Operations team. As a Lead Installer at SunSpear you will be working on a variety of projects from installing solar systems, performing work for new and existing customers.

This is a leadership position, with the ideal candidate leading by example and striking the right balance of when it's best to jump in and self-perform work versus delegating tasks to fellow team members.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following (other duties may be assigned):

- Lead the installation team of solar PV arrays by working side by side with other crew members and install all PV system components.
- Layout and assist in the assembly of solar modules / array, mounting hardware, racking, and electrical equipment and properly seal all roof penetrations.
- Electrical wiring of solar array/system (AC and DC).
- Review project plans and drawings and ensure that the project is built according to design.
- Consulting manuals, read, interpret and use complex electrical schematics and blueprints to plan work scopes, install requested improvements, and troubleshoot and correct problems.
- Maintain a positive attitude and lead the installation teams in a professional manner.
- Implementation of: Site Specific Safety Plan, Staging Plan, Flagging Plan, Traffic Control Plan, Fall protection plan, Emergency Response, and Rescue plan.
- Maintain high levels of quality assurance and quality control with an emphasis on safety.
- Communicate with Superintendent daily about job status and communicate with the Supervising Electrician on jobsite.
- Lead a Team that will be expected to push the limits of construction technology and techniques, and as such will have direct feedback contact with designers, project managers, and business developers related to the project.



- Develop an understanding of relevant state, county, and city codes, procedures, and regulations required by the local planner and building departments.
- Diagnose and troubleshoot system malfunctions and operational issues.
- Communicate with customers in a professional, considerate, and respectful manner, answering all questions and concerns to the best of your ability.
- Create a positive and engaging work environment by:
 - Aligning individual and team objectives to department and company objectives.
 - managing and supports employee development and growth.
 - providing regular and direct feedback on performance and goal progress.
- Ensure work performed by all installers is of good workmanship and compliant with current NEC and local codes.
- Troubleshoot installation problems and resolve construction issues as they arise; evaluate alternatives and implement solutions.
- Work with the Superintendent, Project Manager, and other project stakeholders to facilitate the construction stage of projects.
- Perform all construction tasks per manufacturer's installation guidelines.
- Responsible for day-to-day project coordination, maintaining project schedules, delegating tasks, and managing project activities across multiple departments and functions under the direction of Senior Management.
- Recruit and train apprentices and roof installers to help grow the team and add additional crews.
- Supervise and lead satellite installation crews and subcontractors as needed.
- Perform site survey activities as needed, with a team and independently.
- Review project installation plans with the team members and other project stakeholders such as the Project Engineer and Project Manager.
- Move project through stages in project tracking software tools by updating CRM software as required.
- Upload project photos to company share drive and/or CRM software.
- Assist in tracking inventory for the bill of materials (BOM) for each project.
- Ensure installation crews maintain an organized and accounted for inventory in company vehicles and warehouse areas.
- Communicate project status, risks, and opportunities to the Management team.
- Coordinate schedules with crew and Management team
- Attend mandatory training sessions on new products, installation methodology and safety.
- Oversee safe & clean job sites.

RELATED EXPERIENCE AND EDUCATIONAL REQUIREMENTS

Minimum requirements - *The least amount of skills and training candidates must have to do a specific job. Candidates not meeting these requirements will not be hired for this position.*



- High school diploma or equivalent required
- Knowledge of commercial electrical and structural systems, blueprints and spec sheets.
- Regular, reliable and predictable attendance required.
- Ability to travel between job sites - Maintain Valid Driver's License Required and Clean Driving Record
- 3+ years of previous solar installation experience required (applicants with no solar and or no extensive electrical experience will not be accepted and or reviewed).
- Experience installing both roof and ground mount systems
- Experience with micro and string inverters as well as setting up monitoring systems.
- General construction knowledge to include: roofing, electrical, and carpentry skills.
- Experience complying with OSHA safety requirements and regulations.
- Professional appearance and excellent customer service
- Ability to safely handle power tools, hand tools as well as materials such as ladders, inverters, solar panels, panel boards, batteries and other similar electrical equipment, lumber, roofing materials, etc.
- Excellent problem-solving skills.
- Proactive and calm communication when working under pressure and deadlines.
- Be highly organized and able to work with deadlines.

Physical Requirements:

- Must meet all OSHA standards for working at heights.
- Must be able to work in extreme environments (example: hot sun, cold, crawl spaces, attic etc.)
- Ability to make multiple trips up and down a ladder, daily
- Ability to lift, squat, deadlift, pull and carry up to 50 lbs., daily
- Ability to work at the ground level, kneeling, or bending daily
- Ability to kneel and stand repeatedly (lunges), on a daily basis

Driving Requirement:

- Must possess a valid driver's license in the state where the work is to be performed
- Ability to drive a vehicle during the normal course of business
- Must maintain a clean driving record with the ability to pass a driving background check

Preferred requirements

- OSHA 30 Certification
- Associates degree and 2+ years related experience
- Strong understanding of NEC codes with emphasis on residential PV installations



- Proficient in the installation of grid-tied and micro inverter applications.
- Excellent customer service skills in addition to solid verbal and written communication skills
- NABCEP certifications

Why start an exciting career with Sunspear?

- Be part of one of Hawaii's fastest growing companies (Top 3 in 2021 and 2022), within a fast-growing industry that provides a valuable service of helping clients save money while simultaneously promoting sustainability.
- Company growth opens doors for career advancement, and we love to promote from within.
- A mentorship environment with a strong team of industry veterans to learn from and who will encourage you to be successful!
- Bonuses for sending us referrals!
- As a company, we have built a positive and family-style culture within the organization; we pride ourselves on a fun team atmosphere with result-based incentives.

Equal Employment Opportunity Policy

We provide equal employment opportunities (EEO) to all applicants for employment without regard to race, color, religion, sex, national origin, age, disability or genetics. In addition to federal law requirements, we comply with applicable state and local laws governing nondiscrimination in employment.