NOW HIRING · PCG-JD-001

HVAC Foreman

Pacific Climate Group

LOCATION	JOB TYPE	CSLB LICENSE
West LA focus: Santa Monica, Brentwood, Beverly Hills, the Palisades	Full-Time, W-2	No. 1162413

You would be the person who owns HVAC at PCG — not one lead among twenty.

About Us

Pacific Climate Group does HVAC and plumbing on luxury homes across the Westside — Brentwood, Santa Monica, Beverly Hills, and the Pacific Palisades rebuild. We are a licensed multi-trade contractor run by three partners who have spent their careers inside HVAC and plumbing — from the companies that design the equipment to the job sites that build the homes.

About the Role

We are building our HVAC crews now, and we are hiring the lead first. You will run our installs in the field, set how we install and commission systems, and build the team underneath you as we grow. You report directly to the Managing Partner for Operations. We would rather pay well for the installer whose systems never generate a callback.

If you are a strong HVAC tech who has topped out where you are — running other people's jobs, with no say in how the work is done or who gets hired — this is the step up.

WHAT IS DIFFERENT HERE

- **Win-win pay.** Your bonus rises with your results — jobs on schedule, passed the first time, no callbacks. When the work goes well, you share in it.
- **Shape the company.** Build it with us — set the standard for how PCG installs, and coach your crew.
- **Your crew, your standards.** You set how the work is done.
- **A culture built for craftsmen.** We care about what nobody will ever see. We reward work done right, not just done fast — and nobody gets in trouble for raising a problem.
- **Work worth doing.** VRF and high-end systems, now bidding in Brentwood and the Palisades rebuild.
- **A direct line to the partners.** Your first conversation is with a partner, not HR. It stays confidential from your current employer, and you hear back within 48 hours.

What You'll Do

- Run HVAC installs on luxury new builds and major remodels — equipment, VRF, ductwork and controls
- Lay out and fabricate ductwork, and set indoor and outdoor units to a clean, high-end finish
- Start up and commission every system, including A2L-refrigerant equipment
- Work hand in hand with the GC and the other trades, coordinate HERS testing, and pass inspections the first time
- Keep equipment and material ahead of the work, and feed real hours back so our bids match the field
- Pitch in wherever the job needs you — the role will grow as PCG grows

What You Bring

- 8+ years in HVAC, with new installation and replacement, running your own crews
- VRF/VRV systems — Daikin and Mitsubishi especially — plus ductwork layout and fabrication
- EPA 608 Universal, and working knowledge of A2L refrigerants
- Title 24 in the field: CF2R paperwork and HERS verification
- Valid driver's license

Bonus points: manufacturer VRF certification (we will sponsor it if you do not have it), load calcs and equipment sizing, bilingual English and Spanish.

On licensing: You work under PCG's C-20 license — you do not need your own.

How We Commission

A system is not finished when it turns on. On every job, the foreman owns four things:

1. **Charge and airflow verified and recorded.** Not eyeballed.
2. **Condensate to an approved point,** with a secondary pan wherever a leak could reach a finished ceiling.
3. **Combustion safety checked at start-up** on any gas equipment.
4. **Photos before close-up** of every line set, duct run and connection that goes behind a wall.

About twenty minutes a day. If you already work this way, you will fit right in — and you will never be asked to cut a corner you are not comfortable with.

Safety. Full stop-work authority on safety, backed by the partners.

Compensation & Benefits

We will beat your current pay.

Aggressive, best-in-class total compensation:

- Performance bonus on jobs delivered on schedule, passed the first time, with no callbacks
- Paid vacation and holidays
- Medical insurance
- 401(k)
- Company truck, fuel card and phone
- Specialty tools, gauges and test equipment provided
- Paid training and certifications, including VRF

Where This Goes

You are joining at the start — and that is the opportunity.

- **Foreman today, head of HVAC as we grow.** Build the crew, then the crews, then run the department.
- **A seat at the table.** Help decide how we price HVAC, which jobs we take and who we hire.

How to apply. Email your resume to info@pacificclimategroup.com, or apply through our staffing partner.

PHYSICAL REQUIREMENTS

Fieldwork: lifting, attics and crawlspaces, roofs, ladders and outdoor job sites. Reasonable accommodations will be considered in accordance with applicable law.

ABOUT THIS DESCRIPTION

This description covers the main responsibilities of the role and is not a complete list; duties may change as the business grows. It is not a contract of employment, and employment with PCG is at-will.

EQUAL OPPORTUNITY EMPLOYER

Pacific Climate Group is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, or any other characteristic protected by federal, state, or local law.

FAIR CHANCE ACT NOTICE

Pacific Climate Group complies with the California Fair Chance Act. We will consider qualified applicants with arrest and conviction records in accordance with applicable federal, state, and local law, and will not inquire about criminal history until after a conditional offer of employment has been made.