NOW HIRING · PCG-JD-002

Plumbing 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 plumbing at PCG — not one foreman among twelve.

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 plumbing capability now, and we are hiring the lead first. You will run our plumbing scope in the field, set how we rough in and close up, and hire and build the crew underneath you as we grow. You report directly to the Managing Partner for Operations, not through three layers of dispatch.

This is field leadership on high-value homes. We pay well for the plumber whose work never comes back.

If you are a strong plumber 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 plumbs, 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.** Now bidding a Brentwood estate and a home in 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 plumbing on luxury new builds and major remodels — underground, rough-in, top-out and trim
- Lay out domestic water, DWV, gas and recirculation from the plans, and catch what the plans get wrong before it is in the ground
- Install and commission water heaters, recirculation, PRVs and backflow; set fixtures to a high-end finish
- Work hand in hand with the GC and the other trades, raise RFIs early, and pass inspections the first time
- Keep 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 plumbing — new construction or major repipes and remodels — running your own crews
- You can lay out a full house from a set of plans
- Gas, tankless water heaters, and every common system — copper, PEX, cast iron, press and sweat
- Inspections passed with LA Building & Safety and the Westside cities; valid driver's license

Bonus points: luxury residential finish work, recirculation and water treatment, hydronics or radiant, backflow certification, bilingual English and Spanish.

How We Close Up Work

Nothing goes behind a wall until it is proven. On every job, the foreman owns four things:

1. **Pressure test before close-up.** Dated, photographed, and held long enough to mean something.
2. **Photo record of concealed work.** Every wall and slab photographed before it is covered, filed to the job folder.
3. **Signed sign-off.** No concealed work gets covered without one.
4. **A journeyman-level plumber on every crew.** Not apprentices working unsupervised.

About twenty minutes a day. If you already work this way, you will fit right in — and you will never be asked to bury work 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 and test equipment provided
- Paid training and certifications

Where This Goes

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

- **Foreman today, head of plumbing as we grow.** Build the crew, then the crews, then run the department.
- **A seat at the table.** Help decide how we price plumbing, 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, trenches, 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.