



Job Title: HVAC Service Technician
Location: Boise/Meridian, ID
Reports to: Service Manager
FLSA Status: Non-Exempt
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COMPANY OVERVIEW

Intermech, a wholly owned subsidiary of EMCOR Group, Inc., the world's leading provider of mechanical and electrical construction and facilities services, Intermech is a full-service mechanical contractor serving the Pacific Northwest and Mountain West region that specializes in mechanical systems, working with clients requiring the highest levels of quality, safety, and project management expertise.

Job Summary:

Join our Service Department as a Commercial HVAC Service Technician, where your expertise is respected, your growth is supported, and your success in the field matters. You'll be responsible for servicing, troubleshooting, maintaining, and installing commercial HVAC/R systems, including forced air, hydronic, split systems, package units, make-up air, exhaust systems, and controls.

Essential Duties and Responsibilities:

- Troubleshoot, diagnose, and repair commercial HVAC/R systems
- Perform preventive maintenance, seasonal inspections, and system cleaning
- Service advanced equipment, including boilers, chillers, AHUs, VFDs, and control systems
- Install and support new HVAC systems, including pump alignment and system startups
- Troubleshoot electrical, mechanical, and control components
- Complete service documentation and maintain accurate job records
- Communicate clearly with customers, providing honest recommendations and solutions
- Build and maintain strong customer relationships
- Support commissioning efforts and coordinate with engineers and owner representatives
- Apply local HVAC codes, safety standards, and company protocols on all work
- Prepare for on-site work by reviewing layouts, gathering materials, and anticipating challenges
- Maintain service vehicle and tools in good working condition
- Mentor junior technicians as needed



Required:

- High school diploma or GED
- 5+ years of experience in commercial/industrial HVAC service
- Strong knowledge of HVAC systems, troubleshooting, and repair
- Working knowledge of electrical and control systems
- Ability to read blueprints, schematics, and technical specifications
- Valid driver's license
- MUST be willing to join the local UA

Core Competencies:

- Strong troubleshooting and problem-solving skills
- Excellent communication and customer service skills
- Ability to work independently and manage multiple priorities
- High attention to detail and safety compliance
- Proactive, self-driven work ethic
- Strong teamwork and collaboration mindset

Additional Expectations:

- Maintain consistent and reliable attendance
- Stay current on manufacturer specifications, installation practices, and service procedures
- Deliver high-quality service that reflects company standards and values

Physical Demands:

To successfully perform the essential functions of this job, an employee must be able to:

- Walk, stand, sit, talk, and listen: These are essential for performing daily tasks and interacting with workforce.
- Use hands to handle or feel objects, tools, or computer keyboards: This requires dexterity and fine motor skills.
- Reach with hands and arms, climb or balance, and stoop, kneel, crouch, or crawl: These are necessary for accessing equipment, conducting inspections, and performing various work tasks.
- Lift and/or move up to fifty (50) pounds: Lifting is required for handling materials, tools, and equipment.
- Maintain visual acuity: Close vision, distance vision, peripheral vision, depth perception, and the ability to adjust focus are essential for ensuring safety and accuracy in various tasks.
- Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions of this job. This accommodation will be determined on a case-by-case basis.



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Work Environment:

- Exposure to moving mechanical parts, fumes, or airborne particles: This may require the use of personal protective equipment.
- Exposure to outside weather conditions: This may require working in hot, cold, wet, or windy conditions.

Other Duties:

The job description provided outlines the general nature and level of work expected of individuals holding this position. It is not intended to serve as an exhaustive list of all duties, responsibilities, and qualifications required of employees assigned to this role.

Notice to prospective employees: *There have been fraudulent postings and emails regarding job openings. EMCOR Group and its companies [list open positions here](#). Please check our available positions to confirm that a post or email is genuine.*

EMCOR Group and its companies do not reach out to individuals to help with marketing or other similar services. If an individual is contacted for services outside of EMCOR's normal application process – it is probably fraudulent.

We offer our employees a competitive salary and comprehensive benefits package and are always looking for individuals with the talent and skills required to contribute to our continued growth and success. Equal Opportunity Employer/Veterans/Disabled

#Intermech