



Title: Energy Efficiency Technician I (Building Performance Laborer or Installer I)

Location	Based in Silverthorne, Gypsum, or Rifle. Works regionally including overnight travel – Up to two trips for 2-3 nights per month.
Schedule	Full-Time, 40 hours/week, M-TH 7:30a-6:00p
Job Type	Regular, Benefits Eligible, Nonexempt (Hourly)
Reports to	Crew Leader or Program Manager
Wage Range	2025: \$22.30-\$29.00
Advancement or Cross Train	Energy Efficiency Tech II, Crew Leader, HVAC Tech, Outreach Assistant, Finance Assistant

Summary

Energy Technicians air seal, insulate, retrofit, and install upgrades in houses to help improve safety and reduce energy costs to make homes more comfortable and sustainable. Techs use building science, construction, maintenance, and HVAC tools and practices to ensure improvements and repairs are installed safely, properly, and cost-effectively. Techs work and drive in all types of weather throughout a large region and work in a variety of housing types, communities, and households. Techs plan and schedule work including assembling tools and materials and loading and unloading vehicles. Techs keep notes, receipts, photos, and other records to document work quality and job costs. Techs communicate regularly with team and community members in person and electronically using smartphones and other tools. Energy Efficiency Tech I is an entry level position.

Required

- No prior training or experience required.
- Maintain a valid driver’s license and acceptable motor vehicle driving record.
- Successful background check.
- Communicate verbally and in writing in English.

Preferred Experience or Training

- Construction, maintenance, mechanical, HVAC, insulation, building trades or similar.
- High school diploma, GED or equivalent, trade or technical school, or industry certifications or related military service.
- Ability to use a smartphone for work tasks.
- Experience using hand and power tools.
- Bilingual in Spanish is valued and may be eligible for bilingual pay increase if fluent and utilized at work.

Responsibilities

- Installs basic energy-saving and safety measures and make retrofits in homes.
- Insulates attics, crawl spaces, basements, or walls. Finds and seals air leaks.
- Makes simple, low-cost improvements to lighting, faucets, and thermostats. Installs and tests carbon monoxide and smoke detectors.
- Maintains working relationships and effective communication with clients, staff, crews, neighbors, and suppliers. Communicates verbally and in writing in English.
- Protects the privacy of customers/families and maintains confidentiality.



- Ensures that work is completed safely, efficiently, and to high quality standards.
- Follows federal, state, and local program rules and requirements.
- Uses provided Personal Protective Equipment (PPE) when needed.
- Safely drives vans, trucks, and box trucks in all types of weather on all types of roads.
- With direction from supervisors, conducts diagnostic testing to identify energy inefficiencies and evaluates the quality installation and effectiveness of measures.
- With direction, assists with installation, troubleshooting, or repairing HVAC systems (furnaces, ducts, water heaters, and heat pumps).
- Makes supply and equipment charges accurately. Responsibly uses credit cards and store accounts. Reports expenses on time and correctly in Certify.

Knowledge, Skills and Abilities

- Gains knowledge of building science principles, energy conservation, carpentry, and insulation.
- Demonstrates critical thinking and problem-solving skills.
- Maintains attention to detail to ensure that all installations meet safety and quality standards.
- Able to understand complex information.
- Ability to work independently and as part of a team with a wide range of people from diverse experiences and different backgrounds.
- Construction math skills, ability to follow directions, and proven mechanical aptitude.
- Lifts 50 pounds without assistance, repeatedly lifts and moves 10-40 lbs.
- Significant dexterity, flexibility, and comfort in small spaces. Can crawl into and work in awkward and tight spaces including attics or crawlspaces with a 24" vertical clearance.
- Stamina to work for extended periods of time standing or walking on rough, uneven ground, bending, crouching, and stooping.
- Ability to work at height safely including on ladders or roofs up to 35 feet in height.

Training & Credentials

Training is provided and required (in person on-the-job and classroom and by computer). Within the first 18 months, Energy Efficiency Tech I will complete:

- Building Science Principles
- Retrofit Hazards Control (Lead and Asbestos Awareness)
- Construction Safety (OSHA-10) or First Aid/CPR

Program Description

The Energy Program provides quality energy efficiency services in a safe and cost-effective manner to income qualified households across a 13-county area of Northwest Colorado by administering several programs designed to lower energy costs for qualifying Coloradans. The three largest programs include: the Weatherization Assistance Program (WAP), Colorado's Affordable Residential Energy Program (CARE) and the Crisis Intervention Program (CIP). These programs help qualified Coloradans save money, increase comfort, and better their homes and environment through proven energy conservation solutions. Solutions include high efficiency furnaces and appliances, building shell insulation, lighting upgrades, air source heat pumps, and rooftop solar arrays, among others.

Field Work Conditions

As a Tech, you will work on-site in lived-in homes, both indoors and outdoors. Conditions include working inside client homes, attics, crawlspaces, and on roofs. Expect significant physical exertion like lifting up to 50 lbs. repeatedly, bending, and climbing carrying various tools. You may work in



extreme temperatures and around hazards like lead, asbestos, and mold. Protective gear including respirators, gloves, and suits are provided and needed. Following safety protocols is essential. Teams travel daily in a large region while driving vans and trucks in all types of weather on mountains, city, and rural roads.

Equal Employment Opportunity Statement

NWCCOG Energy Program provides equal opportunity without regard to race, color, religion, national origin, gender, gender identity, sexual preference, age, or disability. This job description is not an exhaustive list of duties associated with this position. Incumbents currently holding this position may perform additional duties, and additional responsibilities may be assigned as needed. It is essential to possess the physical stamina necessary to work extended hours. Qualifications mentioned above represent the knowledge, skills, and abilities to succeed in the role. Reasonable accommodation may be provided to enable individuals with disabilities to perform the essential functions of the job.

Job Posting or Advertisement

Energy Efficiency Tech I (or Maintenance Tech – Energy Efficiency Team)

Schedule: 4-day workweek (M-TH, 7:30a–6:00p)

Benefits: Comprehensive benefits package – excellent health, vision, dental (for you and your dependents), retirement plan, and generous paid time off including paid holidays.

Tech I \$22-29/hr

Tech II \$25-\$36/hr

Do you need a good job that pays well with benefits but are tired of working holidays and weekends? Do you like maintenance or construction but want to do something to help the environment? Are you interested in making homes safer, more comfortable, and energy-efficient?

Be an Energy Efficiency Tech - Build a career in skilled trades while helping your neighbors and the environment!

- Install energy-saving measures like insulation, air sealing, lighting, and thermostats.
- Conduct diagnostic testing and help with HVAC system installation or troubleshooting.
- Tackle home retrofits and repairs with home performance science and maintenance, plumbing, or carpentry skills.

Tools, Trucks, and Training Provided

Apply Today! Be part of a team committed to sustainability and community improvement. Let's build a better future, one home at a time.

Required:

- Valid, current, unrestricted driver's license and very good MVR driving record.
- Successful background check.
- Stamina for 10-hour days and OK with working in crawlspaces and attics, climbing ladders, and lifting.



Preferred:

- 2-3 years' experience in construction, maintenance, HVAC, or related fields. (Required Tech II)
- High school diploma, GED, or equivalent; technical/trade school is a plus. (Required Tech II)
- Bilingual in Spanish (may be eligible for pay increase).

Why Join Us?

- Good wages and great benefits help with the cost of living and creating the life you want.
- Make an impact by creating safer, more sustainable homes while reducing energy use and emissions
- Growth and promotion opportunities including earning valuable industry credentials.
- Dynamic hands-on work in diverse settings, solving challenges with a supportive team.

About the Energy Team

The NWCCOG Energy Program is a nonprofit government agency that serves income-qualified households across 13 counties in Northwest Colorado. We help residents save energy and live better lives. The NWCCOG Energy Program is an Equal Opportunity Employer. We encourage candidates from diverse backgrounds to apply and launch a career in weatherization.