

**Position: Residential Solar Rooftop Installation (non-electrical)**

Salary: \$30+ per hour, depending on license and prior solar installation experience

Hours: Full time, 35+ hours per week, weather dependent

Approximate Start Date: August, 2022

Location: Working at customer sites around Rhode Island

Apply: Contact Eric Beecher at (401) 680 3687 and send your resume to [eric@solpowersolar.com](mailto:eric@solpowersolar.com)

Sol Power is an employee owned solar electric installation company with 10 employees. We install solar panels, battery backups, and perform electrical work throughout Rhode Island.

**Job Description**

You will be doing all tasks related to solar panel installation. Your work will be primarily on rooftops for residential and small commercial solar installation. Occasionally you might be working on larger commercial solar installations or contributing to our operations and design work. We also install battery backups, generators, and perform general electrical work. You will be performing a variety of construction related tasks, primarily on the roof, and also attic and basement work. This is a 4 season outdoor job dependent on weather and work availability.

**Primary Installation Responsibilities**

- Working primarily on pitched residential rooftops, also in attics and basements. Outdoors year round
- Measuring, laying out and drilling holes in roofs
- Installing watertight flashings
- Carrying 50 lb solar panels up a ladder
- Follow and install mounting structures according to layout drawings
- Carrying other hardware and prepping materials on the jobsite

**Desired Skills and Background**

Required: High school diploma or equivalent

Valued, non-essential: Previous solar installation or construction experience are valued, but not required for this position.

Most importantly we are looking for someone who is:

- Hard-working
- Maintains a high quality of work
- Respectful and courteous toward customers
- Works efficiently with your crew
- Communicates well with the rest of the team
- Prioritizes excellent customer service
- Dedicated to working safely

You must be capable of carrying 50 lb solar panels up a ladder and across a pitched roof.

**Availability**

Our crew works four 10 hour days Monday-Thursday. Sometimes you will be asked to work on Fridays if the schedule needs to shift. We do not expect you to work more than 40 hours in a week unless you want to and you will be paid hourly for every hour worked.

**Cooperative Membership**

Sol Power is an employee owned cooperative. After working for 2000 hours you will have an opportunity to become a cooperative member owner of Sol Power. Member owners vote in company decisions and receive profit sharing proportional to the number of hours worked. Our long term goals and company policies are decided democratically by the members. We are looking for employees who want an active, long-term role in company decision making and are excited to take on the responsibilities of business ownership.

**Starting Compensation and Hours**

The starting pay is \$30 per hour and negotiable depending on licensing and previous experience. The workload and tasks will vary with seasons and availability of work. You will be able to work 35+ hours on sunny and busy weeks. If there are cancellations, bad weather, or a shortage of work there will be fewer hours available. We will train you as needed for all tasks within your job responsibilities. After training we expect that you will eventually become self-sufficient at your day to day job responsibilities and be able to work independently without direct supervision. Employees are encouraged to learn and take on new tasks to expand your role at Sol Power as time and motivation permits.

**Location and Working Conditions**

You will primarily work at customer sites across Rhode Island. Occasional meetings, work sessions, and training may require traveling to our warehouse in Charlestown or one of our home offices. This is 4 season outdoor work on pitched rooftops. You need to be prepared for all kinds of weather as well as working in attics and basements. You need to become comfortable working on pitched rooftops and high surfaces if you are not already. You will be working most closely with a residential crew of 4 people and we have a company-wide meeting every 2 weeks where you will interact with the rest of the team.

**Benefits**

We choose to distribute funds to our member owners in the form of profit sharing in lieu of benefits. We have a 401k plan for retirement. There is paid sick time prior to becoming a member owner of the company. We do not have health insurance or paid vacation. Health insurance may be obtained from RI's healthcare exchange, Healthsource RI. You may take as much unpaid time off as you would like, as long as you provide proper notice and accomplish all your responsibilities at Sol Power. You will be reimbursed for all business expenses and your time traveling to customer sites is paid work time.

**Equal Opportunity**

Sol Power is an equal opportunity employer. All qualified applicants will receive consideration for employment without discrimination on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, age, national origin, disability, or any other factors prohibited by law. We are seeking diverse candidates and actively striving to make Sol Power a welcoming and supportive environment for people of all identities.