

HVAC Service Technician
Full-time | Greater Boston, North Shore, and Southern New Hampshire
Entry-level through licensed journey person

ControlAir Systems is hiring Commercial HVAC Service Technicians to join our growing team. If you're looking for steady commercial work, competitive pay, opportunities to expand your skills, and a company that invests in its technicians, we'd like to hear from you.

For nearly 60 years, ControlAir Systems has built its reputation by delivering quality work and investing in its employees. We offer steady commercial projects, competitive pay, paid training and licensing education, strong benefits, and opportunities to build a lasting career with a team that takes pride in its work.

What You'll Do

As a Commercial HVAC Service Technician, you'll diagnose, service, repair, and maintain a variety of commercial HVAC systems. You'll work alongside experienced technicians while continuing to develop your technical skills through hands-on experience and company-supported training.

Equipment you'll work with includes:

- Packaged rooftop units (RTUs)
- VRF systems
- Water Source Heat Pumps
- Cooling Towers and Chillers
- Boilers
- Other commercial HVAC systems and controls

Why Join ControlAir Systems?

We want our technicians to have the training, resources, and support they need to succeed. Our culture is built around teamwork, respect, and pride in doing quality work. We invest in our people, provide opportunities to grow, and want our employees to enjoy coming to work.



Benefits include:

- Competitive pay based on experience
- Medical, Dental and Vision
- 401(k) retirement plan with 4% company match; eligible to enroll after 90 days
- Medical and Dependent Care FSA options
- Optional employee-paid supplemental insurance, including accident, hospital indemnity, and cancer coverage
- Optional employee-paid short-term (STD) and long-term (LTD) disability coverage
- Company paid life insurance
- Paid time off and paid holidays
- Company vehicle, dependent on experience
- Company provided phone or cell phone stipend
- Company provided uniforms and required safety gear/PPE
- Company-paid professional development courses and licensing education
- Annual allowance toward work clothing or tools
- Year-end payout of eligible unused sick time
- Yearly performance reviews
- Employee referral bonus program

What We're Looking For

We're looking for technicians who:

- Have commercial HVAC service and troubleshooting experience
- Can diagnose and repair commercial HVAC equipment
- Have a valid driver's license and reliable transportation
- Take pride in doing quality work
- Communicate professionally with customers and co-workers
- Work well both independently and as part of a team
- Wants to continue learning and developing their technical skills
- Are looking for a stable, long-term opportunity with a best-in-class employer

Build Your Career With Us

You shouldn't have to choose between good pay, challenging work, professional development, and being treated well by your employer.

At ControlAir Systems, our goal is to provide an environment where talented technicians can do their best work, continue developing their skills, and build a long-term career.

If you're an experienced Commercial HVAC Service Technician looking for your next opportunity, we'd like to talk with you. Apply today.



Equal Opportunity Employer

ControlAir Systems, a Crete United company, is an equal opportunity employer and considers all applicants for employment without regard to race, color, religion, sex, gender identity, pregnancy, national origin, ancestry, citizenship, age, marital status, physical disability, sexual orientation, genetic information, or any other characteristic protected by state or federal law. Women and minorities are encouraged to apply.

This employer is required to notify all applicants of their rights pursuant to federal employment laws. For further information, please review the Know Your Rights notice from the U.S. Department of Labor.