HVAC Service & Retrofit Technician

Ambient Air Solutions | Bozeman, MT

$32–$40/hour + Overtime + Commissions/Spiffs + Profit Sharing

Great Pay. Great Culture. Real Opportunity.

Ready for a better HVAC career?

If you're an experienced HVAC technician who takes pride in doing things right, enjoys solving problems, and wants to work for a company that invests in its people, **we'd like to meet you.**

At Ambient Air Solutions, we're building more than an HVAC company. We're building a team where great technicians can develop their skills, build a career, take care of their families, and enjoy coming to work.

We provide **year-round work, ongoing training, great benefits, modern tools and technology, advancement opportunities, and a supportive team that wants you to succeed.**

What Ambient Offers You

- Competitive hourly pay based on experience
- Overtime opportunities
- Year-round work
- Company-paid health, dental, vision, life, disability and accident insurance
- Paid vacation, sick time and holidays
- Retirement plan with company contribution/match
- Profit sharing
- Company truck

- Company phone/iPad
- Tool allowance
- Uniforms
- In-house training and professional development
- Opportunities for advancement
- Employee rewards and recognition
- Team and family events
- Supportive management
- A fun, professional, **no-drama work environment**
- **$32–$40/hour + Overtime + Commissions/Spiffs + Profit Sharing**

And yes—we believe you should be able to have a career **and a life outside of work.**

What You'll Do

As an HVAC Service & Retrofit Technician, you'll diagnose, repair, replace, and install residential and commercial HVAC equipment while providing the high-quality customer experience Ambient is known for.

You'll work on a variety of systems, including:

- Furnaces
- Air conditioning systems
- Heat pumps
- Mini-splits
- Indoor air quality equipment
- Residential and commercial HVAC/R systems

You'll troubleshoot electrical and mechanical issues, recommend appropriate repair or replacement options, complete retrofit installations, and help customers understand their equipment and available solutions.

Who We're Looking For

We're looking for someone who:

- Has at least 2 years + of HVAC experience
- Has strong mechanical and electrical troubleshooting abilities
- Enjoys diagnosing and solving problems
- Communicates well with customers
- Takes pride in quality workmanship
- Is dependable and punctual
- Works well independently and as part of a team
- Wants to continue learning and improving
- Has a valid driver's license

Knowledge of sheet metal practices and air-balancing principles is a plus.

Don't check every box?

We still want to hear from you.

Skills can be developed. We're looking for people with the right attitude, work ethic, character, and desire to grow.

We'll Invest in Your Development

Depending on your current certifications, we'll work with you toward applicable industry credentials, including:

- Universal EPA Certification
- NATE Certification
- MSHA Certification

Our in-house training facility and experienced leadership team give technicians the opportunity to continually develop their technical and professional skills.

Why Ambient?

We're a locally owned Montana company serving residential and commercial customers in the Gallatin Valley.

We're growing—but we're committed to protecting what makes Ambient special:

Great people. Great culture. Great workmanship. And doing right by our customers.

If you're currently working somewhere else and wondering whether there's a better opportunity out there, we'd still like to have a conversation.

You don't have to be actively looking for a new job to talk with us.

Apply today and let's see whether Ambient could be the right next step in your career.

Job Type: Full-time

Pay: $65,000.00 - $100,000.00 per year

Benefits:

- Dental insurance
- Health insurance
- Health savings account
- Life insurance
- Paid time off
- Referral program
- Retirement plan
- Vision insurance

Application Question(s):

- Do you have a clean driving record?

Education:

- High school or equivalent (Preferred)

Experience:

- HVAC: 1 year (Required)

License/Certification:

- Driver's License (Required)

Work Location: In person