



Name:

Title: AVL Technician (Junior, Advanced & Senior)

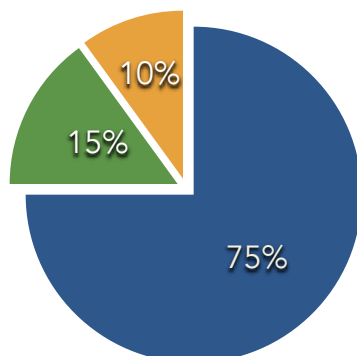
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Vision for Role

The Summit AVL Technician is responsible for executing various installation practices, across a wide range of projects, often from start to finish. They work alongside other members of the Summit Install Team on the road and locally to execute all installation details as effectively & efficiently as possible. AVL Technicians thrive in a hands on environment, get after tough problems head on, and have a strong desire to grow, learn new things, and develop themselves to a higher standard. The Summit Installation Team requires AVL techs to be self-motivated, driven by results, and able to meet the goals and expectations set by our customers, directors, and foremen; A resilient attitude is a must!

Responsibilities

- (Installation Integration) Complete ALL SIS onboarding procedures, DOT, and Safety Certifications.
- (Installation Integration) Complete AVL Technician Basic Training within 90 days of Hire.
- (Installation Integration) Maintain a full set of personal tools and clean job site at all times.
- (Installation Integration) Execute basic construction skillsets pertaining to Large scale AVL system integration; construction fundamentals, rigging/fabrication, drywall & masonry methods, etc.
- (Installation Integration) Become proficient in a wide range of Installation Practices; Wire Pull, Rigging, Installing Audio, Video, & Lighting Equipment, Raw wire terminations, Rack-building, etc.
- (Installation Integration) Verify work with the site Foremen, Lead Technicians & Assembly team to ensure we deliver a consistent product that meets or exceeds the Summit Standard.
- (Installation Integration) Utilize & Update all required spreadsheets, drawings, to do's, and internal communication avenues. Communicate problems and/or changes to the site Foreman effectively.
- (Installation Integration) Transport Installation Materials & Equipment from the Summit Warehouse to Job-sites across the US. This includes driving trucks and hauling gooseneck trailers when needed.
- (AVL Technician Training) Engage in the SIS evaluation & Tech Labs training program. Understand what The Summit Standards are and strive for excellence at all times.
- (AVL Technician Training) Maintain regular interaction with other AVL Techs, Leads, Foreman, Project Managers & Engineers to stay attune to what is happening throughout the organization.
- (AVL Technician Training) Actively assess and refine individual skillsets to maintain and further our technical advantage; Remain coachable and trainable in the field.
- (AVL Technician Training) Regularly attended SIS Engineering training & development workshops.
- (Team Development) Attend regular one on one meetings with The Install Team Leader to understand individual expectations and communicate your own personal needs.
- (Team Development) Provide insight and feedback "from the road" to the Install Team leader to continue to improve the quality of life for the AVL Technician team.
- (Team Development) Encourage positivity and create a culture of Hard Work, Humility, and Care for others. Actively engage with other team members to develop relational currency and understanding.



Time Breakdown

- Installation Integration
- AVL Technician Training
- Team Development

Expected Yearly Hours:

1,800 - 2,000



What winning looks like...

Winning looks like an AVL Technician displaying these values individually, as well as holding everyone around them accountable for acting out these values.

Integrity: An AVL Technician makes strong commitments and follows through by doing what they say they will. They are able to evaluate a situation and make good decisions and are a good example to everyone around them. They are good stewards with Summit's resources (time, money, vehicles, etc.)

Focused Excellence: An AVL Technician shows excellence in their work while focusing on priorities that benefit Summit and the team. He/she builds a culture that strives for the level of craftsmanship defined by our customers in Summit projects. They are intentional and measured in their work, and always deliver an outstanding product.

Work Ethic: An AVL Technician understands that the highest priority is getting the job DONE right. That means possessing the mindset and developing a culture where we work smarter, not harder. However, this person works at a fast pace and can also be a great resource when others need help. They keep a positive attitude even when circumstances are not ideal and will always see projects/tasks through to completion. They are driven by results and aim to execute their duties at peak efficiency.

Care For People: An AVL Technician displays care for their team and other team members at Summit. An AVL Technician cultivates and develops a culture among their team of serving their peers and our clients. They invest in relationships and are able to show empathy to team around them.

Likable/Relational: An AVL Technician is an active part of a team culture that displays mutual trust and accountability. Understanding personalities, leaning into community & conflict, and actively engaging with others in the company and with our customers is an integral part of being An AVL Technician.

Humility: An AVL Technician is always humble about their ability, always learning, asking questions, and seeking improvement. Other team members feel served and respected by this person. They also have an ability to communicate their emotional, physical, and professional needs to others.



SUMMIT
INTEGRATED SYSTEMS

SIS Install Team - Technician Tiers

Junior AVL Technician (\$16-18 /hr)

- Meets Summit Standards MOST OF THE TIME
- Knowledgeable in SOME Install Areas (Rigging, Wire Pull, Racks, FOH, Video Suite, etc.)
- Needs DETAILED operational instruction from Lead or Foreman and/or an install partner
- Understands SIS ID technical Drawings at an BASIC Level
- Average Skills Score & Core Values Score > 1

Advanced AVL Technician (\$20-21 /hr)

- Meets Summit Standards AT ALL TIMES
- Knowledgeable in MOST Install Areas (Rigging, Wire Pull, Racks, FOH, Video Suite, etc.)
- Needs LITTLE operational instruction from Lead or Foreman, can usually work alone
- Understands SIS ID technical Drawings at an INTERMEDIATE Level
- Average Skills Score & Core Values Score > 2
- Eligible for Lead or Foreman positions*

Senior AVL Technician (\$22+ /hr)

- Meets or Exceeds Summit Standards AT ALL TIMES
- Knowledgeable in ALL Install Areas (Rigging, Wire Pull, Racks, FOH, Video Suite, etc.)
- Needs ZERO operational instruction from Lead or Foreman, self-motivated/driven
- Understands SIS ID technical Drawings at an EXPERT Level
- Average Skills Score & Core Values Score > 3
- Eligible for Lead or Foreman positions*

*Based on qualifications, skillsets, experience, and individual assessment.