

Job Description

Electrical Lead III (L-III)

Integrity, Skill, and Imagination aren't merely slogans at Merit Electric; they're the cornerstone principles guiding our operations daily. If you're seeking more than just a job in your electrical career, longing for a place where these values are not only celebrated but are the foundation of every project and every day, and you're eager for clear paths of advancement with training and support, then you belong at Merit. Join us, and let's power the future together.

The Electrical Lead III (L-III) position is a senior Electrical Lead where you will assist Foreman overseeing complex construction projects, while mentoring less experienced electricians. Our leveling system—Level I, II, and III—charts a clear, structured career path in electrical construction, each stage marking a growth in experience, leadership, and responsibility.

This is an hourly, non-exempt position. Reporting structure will be assigned per project.

Responsibilities and Duties

- Supervise and lead the electrical team, assigning tasks and responsibilities, on larger more complex construction projects
- Assist Merit project team with building an internal master schedule, budgets, and planning throughout
- Implement Merit's 3 week schedule, with your team generated from Merit's master schedule
- Promote and ensure adherence to safety protocols among team members
- Perform electrical tasks and provide guidance to less experienced electricians
- Maintain Merit tools, and equipment
- Help build and implement Merit's internal work package drawings throughout the crew
- Use Merit provided lap top beginning to navigate Blue Beam, Excel, Navisworks, Outlook, Microsoft Teams, and various other programs as assigned
- Start to learn how to mark up your own drawing set on blue beam
- Accurately input data on Merit daily production tracker, and assist Foreman (and other Leads) with identified on-the-job training opportunities realized by the daily tracker.
- Comply with the National Electrical Code (NEC) and local Authority Having Jurisdiction (AHJ) standards and requirements.
- Manage materials on jobsite for organization, quantities, and location(s)
- Collaborate with other construction professionals and Merit management team
- Ensure the highest quality work, adherence to timelines, and budget management
- Troubleshoot and resolve complex electrical issues
- Oversee quality control inspections
- Proctor labs for Merit apprentices as required by their apprenticeship school
- Other duties as assigned

Skills

- Integrity, Skill, Imagination

- Internally and externally customer-centric
- Welcome direction and constructive feedback as opportunities for growth
- Efficiently manage and prioritize multiple tasks to meet deadlines
- Capable of working both independently and collaboratively with team members.
- Able to safely and properly use power tools
- Able to read road maps and follow directions to specific job locations.
- Competent in loading, securing, and unloading materials and tools safely
- Physically able to undertake and complete assigned manual tasks
- Able to maintain a safe work environment at all times
- Able to effectively communicate with coworkers, customers, vendors, etc.
- An internal drive for continuous learning and improvement

Education and Experience

- High School Diploma or GED equivalency
- Possess and maintain a valid electrical Journeyman license in Colorado and may be required to reciprocate for the Wyoming Journeyman license upon employment
- One year as Lead II (L-II), or 11 years electrical trade experience preferred
- Experienced with jobsite/project, management, budgeting, and complex problem-solving
- Advance knowledge of electrical systems and emerging technologies
- Have completed, or willingness to complete, all of the following courses (or equivalency) provided by Merit Electric: Customer Service Essentials, Blueprint Reading, Communication in the Workplace, Supervision and Management, Intro to Lean-6 Sigma, Project Management Training, Change Management, Blue Beam for beginners – Laptop based.

Physical Requirements

- Ability to work in both extreme hot and cold conditions
- Ability to safely lift up to 50+ lbs.
- Ability to regularly attend classroom education and labs
- Repetitive use of arms, hands, and fingers
- Ability to bend, stoop, squat, crawl, climb, kneel, balance, push, pull, and reach overhead
- Ability to dig trenches, either by use of hand tools or power equipment
- Ability to work 40 hour weeks, night shifts and overtime as required
- Ability to work in restricted areas (manholes, utility tunnels, crawl spaces, attics, etc.)