

Career Pathways Guide

Create a word document that follows the guide below or submit your own document. Attached is an example for reference. For assistance **contact:** Ed Hartmann, Human Resources Manager

Commonwealth Fire Protection

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Or

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Commonwealth Fire Protection has been providing fire sprinkler installations and service throughout Central Pennsylvania, Delaware, Northern Maryland and Eastern NJ since 1977. We participate in: from-the-ground-up new construction builds, existing facility add-on's, and servicing and inspecting customer fire sprinkler systems.

As a 100% EMPLOYEE-OWNED company, Commonwealth Fire Protection is dedicated to serving our employees and our communities.

Knowledge, Skills and Abilities Needed. We're looking for employees who have or are:

We are looking for individuals who have prior experience or want to learn a construction trade that can save lives and property. A basic knowledge of tools and measuring is all you really need to get started. Being able to lift heavy pipe and work in various weather conditions is required. You must have a driver's license and reliable transportation to get to job sites. We do offer an accredited apprenticeship program through AFSA (American Fire Sprinkler Association) for free to individuals willing to learn this trade.

We are also looking for individuals with drafting or architecture design to join our team of fire sprinkler system designers. We are looking for seasoned professionals and interns willing to learn this specialty type of blueprint designing. Some secondary education is strongly encouraged to be eligible. Good communication skills are a must. Most time is spent in one of our offices but going to job sites is also required. We also provide an apprenticeship program for individuals who want to learn more to prepare for a career in design and drafting fire sprinkler systems.

Anyone with a construction/sales estimating background is also encouraged to apply. Prior fire sprinkler experience is preferred but not required.

JOB TITLE 6: Project Manager/Sales Estimating Manager/Service Manager/ Design Manager

These positions require prior experience in the Fire Sprinkler Industry with a proven track record of skills, experience, and education from a certified AFSA or NICET apprenticeships or technical school. The salary range for these positions starts at \$85,000 and goes up based on experience. Any of these positions would report directly to a member of our leadership team in charge of that area depending on the department.

JOB TITLE 5: Assistant Manager/Supervisor

These positions require prior experience in the Fire Sprinkler Industry with a proven track record of skills, experience, and education from a certified AFSA or NICET apprenticeships or technical school. The salary range for these positions starts at \$75,000 and goes up based on experience. This position would report directly to the Manager of the department.

JOB TITLE 4: Foreman/Service Technician/Inspections/ Designer/ Sales estimator

These positions require prior experience in the Fire Sprinkler Industry with a proven track record of skills, experience, and education from a certified AFSA or NICET apprenticeships or technical school. The salary range for these positions starts at \$65,000 and goes up based on experience. This position would report directly to the Project Manager or Supervisor of the department.

JOB TITLE 3: Field Pipe and sprinkler fitter installer/Service/Inspection (Apprentice 3 and 4)/ Designer with more duties (Apprentice 3 and 4)

These positions require some prior experience in the Fire Sprinkler Industry with a proven track record of skills, experience, and will have completed Apprentice Level 1 and 2 classes from a certified AFSA or NICET apprenticeships or technical school. The salary range for these positions starts at \$55,000 and goes up based on experience. This position would report directly to the job site Foreman, Supervisor or Project Manager of the department.

JOB TITLE 2: Laborer/Field Pipe and sprinkler fitter helper or service tech helper (Apprentice 2)/Designer Intern (Apprentice 2)

These positions require some prior experience in the Fire Sprinkler Industry with a proven track record of skills, experience, and will have completed the Apprentice Level 1 class from a certified AFSA or NICET apprenticeships or technical school. The salary range for these positions starts at \$45,000 and goes up based on experience. This position would report directly to the job site Foreman, Supervisor or Project Manager of the department.

JOB TITLE 1: Laborer/Field Pipe and sprinkler fitter helper (Apprentice 1)/Design Intern (Apprentice 1)

These positions require no prior experience in the Fire Sprinkler Industry and would be required to begin Apprentice Level 1 class from our certified AFSA apprenticeship program. The salary range for these positions starts at \$38,000 and goes up based on experience. This position would report directly to the job site Foreman, Supervisor or Project Manager of the department.

START HERE



Work from entry level to management, adding levels representing advancement and development opportunities. See example below.

