



TEMPLETON GLASS

LEAD TECHNICIAN

Position Type: Full-Time

Salary: \$35-\$40 per hour, depending on experience

Schedule: Monday-Friday, 8:00 AM-4:30 PM

Job Summary

The **Lead Technician** is an experienced glazing professional responsible for leading installation crews, overseeing jobsite quality, supporting daily operations, and training technicians.

Working closely with management and other Lead Technicians, this position provides hands-on leadership in the field, leads large and complex installations, helps resolve installation challenges, and ensures projects are completed safely, efficiently, and to Templeton Glass standards.

The Lead Technician serves as a key connection between field operations and management and is expected to lead by example while helping develop the skills and performance of the installation team.

Vision & Strategy

- **Lead by Example:** Uphold Templeton Glass's values, standards, and commitment to quality.
- **Build Accountability:** Foster a positive, respectful, and accountable team environment.
- **Support Company Growth:** Work with management and other Lead Technicians to improve processes and support the continued success of Templeton Glass.

Key Responsibilities

Technical Expertise

- Demonstrate advanced knowledge and hands-on experience with:
 - Glass railings and wind breaks
 - Sliding and bi-folding moving glass wall systems
 - Large-format glass products
 - Frameless and semi-frameless shower systems
 - Retrofit and nail-fin window installations, including aluminum, vinyl, and wood-clad systems
 - Patio doors
 - Mirrors
 - Dual-pane insulated glass replacement
- Ability to research, read and implement product CAD drawings and guidelines.
- Understand the flashings, sill pans, tools, equipment, and lifts required for proper installation.



TEMPLETON GLASS

- Troubleshoot complex installation conditions and determine appropriate solutions in the field.
- Recognize potential issues with measurements, materials, site conditions, or installation methods and communicate them promptly.

Crew & Project Leadership

- Lead installation crews during daily operations and large or complex projects.
- Delegate responsibilities to technicians based on project requirements and individual skill levels.
- Coordinate workflow to keep projects moving efficiently.
- Ensure crews have the tools, equipment, materials, and information needed to complete their work.
- Provide hands-on direction and support to technicians throughout the installation process.
- Assist management and other Lead Technicians with improving installation procedures and workflow.
- Participate in team knowledge meetings and contribute technical expertise.

Jobsite Quality Control

- Oversee quality control throughout the installation process.
- Inspect work for proper installation, craftsmanship, accuracy, and adherence to project specifications.
- Communicate with homeowners, contractors, and builders regarding installation progress, changes, and site conditions.
- Address jobsite issues and communicate concerns to management when additional direction is required.
- Ensure jobsites are left clean, organized.
- Ensure work is performed in accordance with company procedures and applicable safety regulations.

Training & Team Development

- Train and mentor new and developing technicians.
- Teach proper installation methods, use of tools and equipment, and company procedures.
- Monitor technician progress and identify areas where additional training is needed.
- Provide management with feedback regarding technician skills, progress, and development.
- Assist with maintaining and improving technician training programs.

Customer & Contractor Relations

- Represent Templeton Glass professionally when working with homeowners, contractors, builders, and other industry professionals.
- Support upper management as an external representative of the company when needed.
- Communicate project information and installation concerns clearly and professionally.



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- Help ensure the customer experience reflects Templeton Glass standards.

Qualifications

- Minimum of **5+ years of professional experience in the glazing trade.**
- Previous Lead Technician or field leadership experience.
- Extensive hands-on experience with residential and commercial glazing systems.
- Strong knowledge of advanced glazing applications and installation techniques.
- Proven ability to lead and direct an installation crew.
- Strong problem-solving and decision-making skills.
- Ability to work independently and effectively manage changing jobsite conditions.
- Reliable, organized, and dependable.
- Strong attention to detail and pride in craftsmanship.
- Ability to safely lift, carry, maneuver, and install heavy or oversized glass.
- Comfortable working on ladders, lifts, and in a variety of jobsite conditions.
- Clean and valid driver's license required.

Compensation & Benefits

- **\$35-\$40 per hour**, depending on experience.
- Medical insurance
- Vision insurance
- Life insurance
- 401(k)
- 401(k) matching
- Paid time off
- Paid holidays
- Bereavement pay
- Employee discount
- Professional development assistance
- Opportunities for professional development and career advancement
- 30/60/90-day check-ins at hire and bi-yearly performance reviews
- Opportunity to grow within an established, family-owned company

About Templeton Glass

In 1989, Jim and Rena Flannagan embarked on a journey into the world of glass craftsmanship, laying the foundation for what would become Templeton Glass. With a passion for precision and a commitment to excellence, they began a legacy that has now spanned more than three decades.

What started as a small family venture has grown into a respected name in the glass industry, known for its dedication to quality and innovation. Today, Templeton Glass is led by their daughter, Kelly Flannagan, who continues the family tradition while bringing a fresh perspective to the company.



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At Templeton Glass, we believe our success is built on our people. We value craftsmanship, accountability, teamwork, and treating our customers and coworkers with respect. We are proud of our history and excited about the future as we continue to grow and serve our community.

Join Our Team

Templeton Glass is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive and respectful environment for all employees.

Join us at Templeton Glass and help lead the next generation of quality craftsmanship.