



## **Job Posting – Application Engineer**

Do you enjoy working in a fast paced environment where 'doing it right' matters? Are you a problem solver who enjoys working with people to identify challenges and create solutions? Are you known for your HVAC technical expertise? Do you appreciate clarity of expectations so you can perform your work to the highest standards?

If you answered yes to these questions, keep reading because we may have the perfect role for you as an Application Engineer. At ThermalNetics, our mission is to provide our clients the best solutions for controlling indoor environmental quality. These innovative solutions prioritize health and human comfort while minimizing energy usage to optimize investment. This balanced approach enables our clients to work, learn, live and play in a more sustainable built environment.

If you think you are up to the challenge of delivering on our mission, read on to learn more about our Application Engineer position.

### **Job Description**

As our successful Application Engineer you will be instrumental in providing commercial and industrial HVAC technical sales support to owners, contractors and consultants who are responsible for new construction and renovation.

#### **Technical Support (60%)**

- Applies technical expertise to provide solutions in the design of new construction and renovation of existing buildings
- Actively manages multiple, ongoing projects simultaneously in support of sales engineers and managers with new and existing accounts
- Demonstrates technical knowledge by writing specifications or matching a proposal to building specifications
- Constructively and credibly influences contractors in system design and construction
- Frequently creates competitive, high quality and timely estimates, bids, proposals and cost/benefit analysis
- Effectively writes, represents and communicates bids
- Accurately generates quotes within assigned territory
- Carefully manages checkpoints in the sales process
- Capably utilizes sales tools to manage the high activity within the sales pipeline focusing on bid documents, bid date, and close of sale date.
- Keeps management informed of progress and account status
- Solicits support from upper management to keep sales process moving

#### **Sales (25%)**

- Proactively promotes the ThermalNetics value proposition
- Persuasively and persistently communicates sales offerings to customers
- Actively listens and probes to uncover and clarify customer concerns and needs
- Actively introduces new and existing accounts to new products
- Favorably positions ThermalNetics and refers leads to other business segments
- Explicitly differentiates ThermalNetics services and products based on business benefit
- Actively participates and presents at trade shows



### **Relationship Management (15%)**

- Builds partnering relationships with contractor/consultant decision makers
- Thorough understanding of the customers' business and speaks their language
- Demonstrates technical expertise to develop credibility, loyalty, trust and commitment
- Solicits support from and communicates effectively with internal staff
- Fosters relationships to ensure customer satisfaction
- Closes the loop on quality assurance by ensuring total customer satisfaction at completion of projects

To be successful in this role you will need to have the requisite knowledge, skills, and experience:

- BS in Engineering Preferred (Mechanical or Industrial)  
(Minimum requirement - Associates Degree)
- Technical expertise in HVAC equipment and systems
- 3+ Years HVAC related experience
- Excellent communication skills
- Proficiency in Microsoft Office applications
- Ability to work in a fast-paced environment

Our ideal Application Engineer would carry out their responsibilities while displaying the following key behavioral competencies:

- Builds the brand through the quality of their work; delivering excellence to every client, every time.
- Proactively gathers and information to quickly provide solutions and value to customers.
- Accurately generates documents and monitors processes.
- Comfortably executes tasks and can easily reprioritize when necessary.
- Accurately synthesizes information into effective solutions with a competitive advantage
- Builds partnerships through applied technical knowledge, positive communication, and follow through on commitments.

### **Company Overview**

ThermalNetics, Inc is a growth company that was founded in 1972. We employ approximately 30 people and have annual sales of approximately \$25M. Our corporate mission is "serving customers with innovative HVAC solutions". In striving to provide the most economical owning experience for the end user, we provide equipment and services to ensure the air we breathe in our schools, hospitals, commercial buildings, etc. is something that will allow us all to live happier, healthier, and safer lives. We also do all we can to give people the chance to grow. Our employees enjoy working at a place that offers a small company environment with big company objectives. You'll be challenged to innovate, encouraged to apply your knowledge and will be well-rewarded for results.

### **Contact Information**

ThermalNetics, Incorporated  
3955 Pinnacle Court, Auburn Hills, MI 48326  
Phone (248) 276-3300  
Fax (248) 276-3301  
Email: [career@thermalnetics.com](mailto:career@thermalnetics.com)  
[www.thermalnetics.com](http://www.thermalnetics.com)