
Lead AV Installation Technician

Job Type: Full-time

Compensation: Competitive hourly rate based on experience

About Force Tech

Force Technology Solutions (Force Tech) is a growing technology company built around two things we care deeply about: technology and people.

Our team designs, builds, and supports professional audio, video, lighting, broadcast, IT, and control systems for a wide range of environments. The variety of our work means no two days are exactly the same. There are always new technologies to explore, new projects to tackle, and new opportunities to learn.

We take pride in doing things the right way. Our core values—**People First, Quality Work, Respect Always, Own It, Team Over Ego, Grow & Adapt, and Develop From Within**—guide how we work, how we treat our clients, and how we treat one another.

Position Overview

Force Tech is seeking a creative, highly organized, self-directed **Technician** to join our team.

This position is ideal for someone with hands-on experience installing and supporting professional technology systems who takes pride in quality work, understands technical drawings and system signal flow, and is comfortable working both independently and as part of a team.

Technicians play a key role in building, installing, commissioning, servicing, and supporting Force Tech systems in the shop and on project sites.

What You'll Do

Day-to-day responsibilities may include:

- Build and prepare systems in the shop and on project sites
- Pull and route cable
- Perform cable terminations and soldering
- Install audio, video, lighting, broadcast, IT, and control equipment
- Assemble and dress equipment racks neatly and systematically
- Assist with and supervise onsite commissioning
- Support existing clients through service calls and technical troubleshooting
- Read and work from plans, CAD drawings, room layouts, and equipment layouts
- Interpret line diagrams, rack elevations, cable run lists, and system documentation
- Maintain communication with project management regarding installation progress, drawing revisions, and project needs
- Stay current on new technologies, products, and installation methods
- Provide onsite and remote technical support as needed
- Participate in after-hours or on-call service support when required
- Maintain clean, organized, and safe work areas
- Perform other responsibilities as assigned

Additional Responsibilities

Force Tech is a growing company, and team members may occasionally assist in areas outside of their typical responsibilities.

We believe in **Team Over Ego**, and everyone is expected to contribute where needed to support the company, our clients, and the success of each project.

Qualifications

The ideal candidate will:

- Have a strong work ethic and positive attitude
- Be dependable, organized, and detail-oriented
- Be self-motivated and comfortable taking initiative
- Work effectively both independently and within a team environment
- Possess strong interpersonal and communication skills
- Demonstrate strong problem-solving skills
- Be able to manage multiple tasks and continually reprioritize as project needs change
- Work effectively within realistic but sometimes tight deadlines

- Respond quickly and accurately to requests for assistance
- Understand quality installation standards and maintain strong attention to detail
- Be willing to learn and stay current on new technologies
- Be comfortable working with power tools and hand tools
- Understand and follow OSHA and jobsite safety requirements
- Be available for overtime and out-of-town travel as required by project schedules
- Be available for occasional on-call support during and after normal business hours
- Maintain a valid Indiana driver's license and reliable personal transportation when required
- Be able to pass a background screening and drug test

Technical Skills

Candidates should have experience with or a strong working knowledge of:

- Professional audio, video, lighting, broadcast, IT, and control systems
- Structured cabling
- Fiber optics
- Audio and video signal flow
- Control system communication
- IP and network-based communication
- Cable pulling and routing
- Equipment rack assembly and cable dressing
- Cable termination and soldering
- Small connectors, terminations, and components
- Reading CAD drawings, system plans, and equipment layouts
- Line diagrams
- Rack elevations
- Cable run lists
- Installation drawings and revisions
- Basic mechanical concepts
- Basic mathematical calculations
- Microsoft Excel and Microsoft Word

Preferred Experience

- Degree or equivalent experience in a technology, communications, or related discipline
- Minimum of three years of installation, production, or related technical experience and/or training
- Experience with professional AVL, production, broadcast, and automation systems
- Familiarity with communication and control system protocols, including IP communication
- BICSI, CTS, or ESPA certification preferred

- CTS certification, or willingness to work toward successful completion within the first 90 days of employment

Schedule & Travel

This position requires flexibility based on project and client needs.

Technicians must be able to:

- Work overtime when required
- Travel out of town for projects, sometimes with limited notice
- Adapt to changing project schedules
- Participate in occasional after-hours or on-call service support
- Work in a variety of shop, construction, commercial, and client environments

Physical Requirements

This position requires regular physical activity associated with professional technology installation and construction environments.

Employees must be able to:

- Lift, carry, push, or pull equipment weighing 50 lbs. or more
- Stand and walk for extended periods
- Bend, kneel, crouch, crawl, twist, stretch, squat, and stoop
- Work in tight or confined spaces
- Climb ladders and scaffolding
- Operate and work from lifts
- Work at heights exceeding 50 feet
- Work with equipment above the head, at shoulder level, and below the waist
- Work on both even and uneven surfaces
- Safely use hand tools and power tools
- Handle small connectors, components, and terminations
- Perform repetitive installation and construction-related tasks

Reasonable accommodations may be provided to qualified individuals with disabilities to support the performance of essential job duties.

Compensation

Hourly: Competitive and based on experience.

Benefits

Force Tech offers a competitive employee benefits package that includes:

- Health insurance
- Dental insurance
- Vision insurance
- 401(k) with up to a 4% employer match
- Profit Sharing Program
- Paid time off
- Eight paid holidays per year
- Paid sick and personal time
- Paid vacation
- Cell phone reimbursement
- Professional development assistance
- Employer-supported continuing education
- Industry certification opportunities
- Opportunities for advancement in areas such as Engineering, Sales, and other positions within the company

Build Your Career with Force Tech

Force Tech is a place for people who are curious, dependable, eager to learn, and willing to jump in when the team needs help.

As our company grows, we want our people to grow with it. We invest in continuing education, industry certifications, hands-on training, and opportunities to take on greater responsibility. We believe in recognizing talent, creating opportunities for advancement, and developing future leaders from within our own team.

Working at Force Tech is about more than benefits. It's about being part of a team where your contribution matters, your ideas are valued, and your growth is encouraged.

Our passion for technology is second only to our passion for people. We want our employees to enjoy the work they do, be proud of what they accomplish, and have the opportunity to build something bigger—for our clients, for Force Tech, and for their own careers.

If you're looking for a place where you can contribute, take on new challenges, continue developing your technical skills, and build a career alongside a growing team, we'd like to hear from you.