



SOUTH CENTRAL SERVICES
INSULATION

717-895-3498 / Greencastle, PA

Lead Insulation Installer - Job Description

Job Title: Lead Insulation Installer

Reports to: Field Production Manager

Are you interested in joining our Insulation Install Team?

We are seeking a **motivated and driven Lead Insulation Installer** to oversee and lead an installation crew while delivering high-quality workmanship and exceptional customer service. This position offers opportunities to strengthen technical skills, expand industry knowledge, and advance within the company.

The ideal candidate is a **team player who works well with others**, communicates effectively, and **contributes to a positive and professional work environment**. They should embrace challenges as opportunities for growth and be committed to continuously improving their skills, knowledge, and leadership abilities.

Our Lead Installer will play an important role in advancing the quality and professionalism of the insulation industry and related trades while contributing to the success of our customers and team. **The primary goal** of this position is to **consistently deliver safe, efficient, and high-quality insulation installations** that exceed customer expectations while **supporting and developing the team**.

Requirements:

- Must be 18 years of age to apply for this position
- Pass a post job offer drug test
- Pass a post job offer background check
- Clean driving record
- Easily maneuver in crawl spaces, attics, basements in new construction and existing homes

Job Responsibilities

- Install a variety of insulation products and systems in residential and commercial applications.
- Lead and manage daily job-site operations, ensuring projects are completed safely, efficiently, and according to company standards.

- Direct and support crew members while maintaining productivity, teamwork, and quality workmanship.
- Ensure trucks, trailers, tools, and equipment are properly stocked, organized, maintained, and cleaned.
- Maintain a clean, safe, and organized shop environment and ensure shop equipment is properly cared for.
- Communicate professionally and regularly with homeowners, contractors, office staff, and the sales team regarding project progress, expectations, and job-site needs.
- Safely and effectively operate hand tools, power tools, and installation equipment to complete assigned tasks.
- Apply mechanical knowledge and problem-solving skills to troubleshoot equipment and installation issues and implement effective solutions.
- Maintain a clean and orderly job site throughout the project and leave each site cleaner than when the team arrived.
- Promote and maintain a respectful, professional, and positive work environment for all team members, customers, and partners.

Required Skills & Knowledge:

- Experience with driving and maneuvering non-CDL box truck and truck with pull behind trailer (required)
- Construction: 1 year (preferred)
- Basic mechanical understanding (preferred)

Work Location:

- Headquarters in Greencastle, PA
 - Must reliably commute or plan to relocate before starting work
- Job site locations across PA, MD, VA, and WV (*Home every night*)

Pay Range: \$65,000 - \$100,000 potential annual earnings (*paid hourly*)

Work Hours:

Monday 7am - 5pm
 Tuesday 7am - 5pm
 Wednesday 7am - 5pm
 Thursday 7am - 5pm
 Friday 7am - 5pm

Benefits/Perks:

- Family-friendly work environment
- Vacation and sick PTO
- Bonus pay
- Health Insurance
- Company-paid training
- Company uniform and annual uniform budget

- Advancement opportunities

About South Central Services

At **South Central Services**, we believe that doing a great job means never settling for “good enough.”

Founded in 2015 by brothers **Kilian and Zeshan Agha**, South Central Services began as a refrigeration and HVAC service company. After several years working in the HVAC industry, the brothers recognized the significant impact that insulation and air sealing have on the comfort, efficiency, and performance of a building. What started as an additional service eventually became the company’s primary focus.

Today, that background continues to influence the way we approach every project. We don’t simply look at insulation as a product that gets installed in a wall or ceiling. **We look at the building as a whole and work to understand how it will perform.** Our experience in HVAC and building science gives us a unique perspective when determining the right insulation solution for each project.

Always Learning. Always Improving.

The construction and insulation industries are constantly changing. New products, technologies, installation techniques, and building practices are continually being developed.

We believe that staying ahead requires a commitment to **always learning**.

We invest in training and education for our team because we believe the best companies are built around people who are constantly improving their skills and knowledge. We want our employees to understand not just **how** to do their job, but **why** it matters.

That investment in our people translates directly into better results for our customers.

A Commitment to High-End Results

We don’t want to be the company that simply shows up, installs a product, and leaves.

We want to deliver a finished product that reflects the highest standards of workmanship, attention to detail, cleanliness, and professionalism. From the first conversation with a customer through the completion of a project, our goal is to provide a level of service and quality that exceeds expectations.

We believe our reputation is built one project at a time.

Investing in Our People

Kilian and Zeshan believe that a great company starts with a great team. That's why South Central Services invests in its employees through training, development, advancement opportunities, and the tools they need to succeed.

We challenge our team to learn, grow, and take pride in their work. As our employees become better at what they do, **South Central Services becomes better at what we do.**

Looking Toward the Future

South Central Services continues to grow, but our core principles remain the same.

Always learning. Always improving. Always looking for a better way.

We will continue investing in our employees, staying on the cutting edge of our industry, embracing new technology and best practices, and holding ourselves to a higher standard.

Because at the end of the day, our goal isn't simply to complete a project.

Our goal is to deliver a high-end result that our customers can be proud of—and to build a company that our employees can be proud to be part of.

South Central Services — Built on Knowledge. Driven by Quality. Committed to Better.