



About Us

At Shanklin Heating & Air, we're not just another HVAC company – we're a family. We're on a mission to provide exceptional service to our customers while creating a positive and supportive work environment for our team members. We believe in turning challenges into opportunities for personal and professional growth, and we're looking for individuals to join our dynamic crew.



FAMILY CULTURE

We're more than just co-workers; we're a tight-knit family. Each team member is valued and contributes to our collective success, making Shanklin Heating & Air a workplace like no other.

COMPREHENSIVE BENEFITS

Your well-being is our top priority. That's why we offer a comprehensive benefits package.

EXCITING GROWTH OPPORTUNITIES

We're expanding to new areas! This means new opportunities for growth and a wider customer base for you to impress with your skills. Get ready to spread your wings and soar to new heights with Shanklin Heating & Air.

EMBRACING JOY, CELEBRATING SUCCESS

Our Calendar is Packed with Festive Events to Honor Our Team's Achievements! We're not just about work; we're about creating unforgettable moments and celebrating together, because every milestone deserves a cheer!

TRAINING

Constantly Cultivating Excellence: Our Commitment to Training and Elevating Every Employee's Journey!

Employee Benefits

Whole Health, Whole Heart

Health Insurance: Embrace peace of mind with 100% coverage of your employee health insurance premium, and let us contribute 50% towards your family's premium. We're committed to ensuring you and your loved ones are well taken care of.

More Reasons to Smile

Dental Insurance: Flash a healthier, happier smile with access to our comprehensive dental coverage. It's our way of making sure your oral health is always a priority.

Clear Vision, Bright Future

Vision Insurance: See the world more clearly with our vision coverage, an integral part of our health insurance plan. We're focused on your well-being, ensuring you have the support you need for eye health and eyewear.

Balance and Rejuvenation

Paid Time Off (PTO): Value your time both inside and outside of work with PTO benefits that start just 90 days after employment. It's important to us that you have the time you need to rest, rejuvenate, and pursue your passions.

Secure Your Future While Building it

Retirement Savings: Jumpstart your journey to financial security with our 401K plan, featuring a generous 4% matching contribution. It's not just about saving; it's about growing your nest egg with us.

Support When it Matters Most

Bereavement Leave: In times of loss, our compassionate leave policy ensures you have the time you need to grieve, reflect, and heal, because your well-being is our priority.

Investing in Your Craft



Annual Tool Allowance: Equip yourself for success with our annual allowance for tool purchases, reinforcing our commitment to your professional growth and excellence in your craft.

Annual Boot Allowance: Step into safety and comfort with our annual work boot allowance, because we believe in supporting your foundation—your feet.

Dress for Success on Us

Paid Uniforms: Present yourself professionally without the hassle or expense, thanks to our paid uniform policy. We provide the attire, you bring the talent, ensuring you look the part while saving your wallet.

Enjoy the Perks of Being Part of Our Family

Employee Discount: Delight in exclusive discounts on our products or services. It's our way of saying thank you for your dedication and hard work.

Empower Your Growth

Flexible Employee Education Fund: Unlock your potential with access to funds dedicated to furthering your education or skill development, because your growth fuels our innovation.

Supporting Your Family Dreams

Family Planning Fund: Navigate your family planning journey with our supportive fund, designed to assist you in welcoming new beginnings.

Celebrate Contributions & Connections

Referral Bonus: Play a pivotal role in shaping our team's future by referring qualified candidates and earn bonuses as a token of our appreciation.

New Baby Bonus: Celebrate the joyous arrival of a new baby with a special bonus, because we believe in nurturing both our employees' professional and personal milestones.

Extend Care to Your Furry Family

Pet Insurance: Ensure your pets receive the best care with access to pet insurance coverage, reflecting our understanding that family extends beyond the human members.

These benefits are crafted to enrich your life, professionally and personally, because at our core, we believe in nurturing a community where everyone thrives.



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