

**Job Description: “Crew Chief”**

**Position Title:** Disaster Restoration Crew Chief

**Starting Pay:** Salary \$43K + Bonus and Commission

**Department:** Operations

**Reports To:** Project Manager/Operations Manager

**Location:** 17170 Jordan Rd. Ste. 208, Selma, TX 78154

**Employment Type:** Full-time

**Position Summary**

The Water Mitigation/Disaster Restoration Crew Chief leads a team in responding to residential and commercial property damage caused by water, fire, mold, and other disasters. This role ensures efficient job site management, quality service delivery, and customer satisfaction while maintaining safety standards.

**Key Responsibilities****Leadership and Team Supervision**

- Lead and oversee mitigation/restoration crews during on-site work.
- Delegate tasks and ensure team members follow project plans and timelines.
- Train and mentor technicians on equipment usage, restoration techniques, and safety protocols.

**Project Management**

- Conduct site assessments to determine scope of damage and necessary remediation steps.
- Develop and execute mitigation plans, ensuring compliance with company standards and industry guidelines (IICRC, Texas State, and Federal Regulations / Laws).
- Communicate project updates to the client and to any DB Integrity stakeholders.

**Customer Relations**

- Serve as the primary on-site point of contact for clients, addressing concerns and providing progress updates.
- Educate customers on restoration processes and answer questions.
- Maintain professionalism and empathy when dealing with clients under stress.

**Technical and Operational Duties**

- Perform water extraction, structural drying, mold remediation, and other restoration services.

- Operate and maintain specialized equipment such as dehumidifiers, air movers, moisture meters, and infrared cameras.
- Document job site conditions, work performed, and equipment usage through photos and written reports.
- Adhere to IICRC (Institute of Inspection Cleaning and Restoration Certification) standards.

### **Safety and Compliance**

- Ensure team compliance with OSHA, EPA, and company safety guidelines.
- Identify and mitigate hazards on job sites.
- Perform routine inspections of equipment and PPE.

### **Qualifications**

#### **Education and Experience**

- High school diploma or equivalent (required); additional certifications or training preferred but not required.
- Prior leadership or crew chief experience is highly desirable.
- Experience in commission-based roles preferred, with a proven ability to thrive in fast-paced environments.
- Must complete and pass a criminal background check
- Must have a clean driving history with a valid driver's license to drive a fleet vehicle.
- Knowledge and previous experience of Xactimate.

#### **Certifications**

- Capable of obtaining IICRC Certifications (WRT, ASD, or equivalent) required or ability to obtain within the first 90 days. – All certifications are paid for by DB Integrity.

#### **Skills and Abilities**

- Strong knowledge of water mitigation, drying systems, and restoration processes.
- Excellent leadership and team management skills.
- Effective problem-solving and critical-thinking abilities.
- Exceptional verbal and written communication skills.
- Ability to work under pressure and manage multiple projects simultaneously.

#### **Physical Requirements**

- Ability to lift and carry heavy equipment (up to 50 lbs.).
- Willingness to work in challenging environments, including wet, confined, and damaged areas.
- Flexibility to work evenings, weekends, and on-call shifts as needed (Paid On-Call Rotations).

## Benefits

- Competitive salary
- Health (PPO and HMO options), Dental, and Vision insurance
- Supplemental Insurance (Aflac)
- Paid time off (PTO) and holidays
- Family Days
- Professional development and certification reimbursement
- Opportunities for advancement
- Overtime Pay
- On-Call Pay

### **Equal Opportunity Employer Statement:**

DB Integrity is an equal opportunity employer and encourages applicants of all backgrounds to apply. Please submit resumes to [DBIntegrity@DBIntegritytx.com](mailto:DBIntegrity@DBIntegritytx.com) with the Subject line reading (Position Application/Resume)

**DB INTEGRITY**  
Mitigation - Restoration - Air Quality

