

HVAC Technician (based in Cape Town)

We have a vacancy for a HVAC Technician, to be based in **Cape Town**.

If you appreciate a company culture that encourages ownership, innovation and client delight, you will thrive in our diverse, driven team.

Position Summary

The HVAC and Refrigeration Technician is responsible for carrying out preventative maintenance, repairs, and installation of HVAC and refrigeration systems across client sites. This role ensures optimal equipment performance, regulatory compliance, and client satisfaction through technically sound workmanship and proactive communication.

Key Accountabilities / Principal Responsibilities:

Primary Duties

- Maintain central plants (chillers, pumps, towers and controls)
- Maintain DX plants (package units, RACS, splits)
- Maintain VRV systems and electrical panels
- Maintain and troubleshoot building management system
- Supervise junior staff
- Liaise with clients daily
- Perform standby duties as per roster
- Work unplanned hours in case of an emergency to ensure business continuity
- Perform any other duties as delegated by Management
- Carry out repairs on HVAC equipment as per client requests and in accordance with SLA and operational rules
- Dispose of hazardous waste in line with the OSHACT
- Conduct heat load assessment to determine size of AC unit required for a room/office
- Installation of HVAC units as per regulations and to uphold guarantees from suppliers

Secondary Duties

- Ensure each planned maintenance job card has task sheet attached
- Ensure that all staff working on the job have appropriate PPE
- Ensure that risk assessment and LOTO procedure have been followed
- Ensure all tasks relevant to the planned maintenance are carried out satisfactorily, in accordance with legal requirements and OEM
- Complete job card in full and obtain completion signatures
- Submit completed job card for closing
- Report any follow-up work and any safety related matters observed
- Complete plant log book

General

- Train, develop and uplift junior staff through knowledge and skill transfer
- Ensure all tools are properly maintained and appropriate for the task at hand
- Maintain good house-keeping in areas of responsibility
- Give feedback to helpdesk at each critical phase of the repair job
- Demonstrate teamwork and readiness to assist fellow employees
- Adhere to AFMS policies, protocols and procedures
- Ensure compliance to Occupational Health and Safety Act

It should be noted that, for operational reasons, it may be necessary to perform tasks other than those described herein from time to time.

Prescribed procedures may be amended by management as and when required.

Qualification Requirements and work-related experience

- Grade 12
- Minimum 5 years relevant experience
- Experience on Central Plant
- Nationally recognised HVAC Qualification (Post Trade Test / N3)
- Industrial refrigeration Trade Test
- Valid driver's licence (Code 8)
- Valid Gas license to issue COC
- Safe Handling Certificate
- Knowledge and good understanding of applicable Health and Safety regulations and procedures
- Willing and flexible to work extended hours and/or outside of normal working hours where required

People and Management Skill

- Good interpersonal skills
- Good and proven leadership skills
- Customer focused
- Able to work under pressure and meet deadlines
- Able to manage and control difficult situations
- Able to act quickly and calmly in an emergency
- Self-motivated
- Willingness to walk the extra mile

Values / Behavioural

- Open Communication
- Teamwork
- Accountability
- Respect
- Caring

Key Result Areas:

- Understand role of reporting to the business and clients alike
- Understand that feedback and communication is critical to success

Additional Responsibilities and Skills:

The employee acknowledges that all duties performed will reflect on the client and will thus act in a professional manner at all times. As AFMS Group operates as a service provider, all necessary steps need to be taken to ensure that the service has been delivered according to client requirements and to prescribed service levels.

Interested? Submit your CV now.

All vacancies advertised by AFMS Group are in full adherence to South African labour legislation, including the Employment Equity Act, Labour Relations Act and Basic Conditions of Employment Act.

We strive to create an inclusive workplace that values diversity and welcomes applications from all qualified individuals, regardless of race, gender, disability, or any other protected characteristic.

Our recruitment process is fair and equitable, focusing on the qualifications, skills and experience that are relevant to each role. We ensure that all candidates are treated equally, and no discrimination will be tolerated.

By submitting your application, you consent to the processing of your personal information in accordance with the Protection of Personal Information Act 2014 (POPIA) for recruitment and hiring purposes.

Please note, relocation costs will not apply.

If you have not received a response within 30 days of the closing date, please consider your application unsuccessful. However, your information may be retained for future opportunities unless you request otherwise.

For information on AFMS Group, including more information on our company culture, visit our website at www.afmsgroup.co.za

Applications to be addressed to Matthew Toontjies: recruitment@fm-solutions.co.za

Closing Date for applications: 11 March 2026, by 16h00