

## JOB DESCRIPTION

<b>Job Title:</b>	Lineman
<b>Reports To:</b>	Construction Supervisor
<b>FLSA Status:</b>	Non Exempt
<b>Salary Grade:</b>	14
<b>Effective Date:</b>	October 2021

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### Position Overview

The Lineman performs construction, removal, and maintenance of the telephone plant in a manner to achieve results in accordance with industry standards. This position must be able to exercise judgment within constraints of accepted principles and practices. Decision-making is made in conjunction with supervisors and management.

### Essential Duties and Responsibilities

#### Construction, Removal, Maintenance- 90%

- Responsible for placing underground cable facilities within a conduit system.
- Places direct buried cable facilities with the use of plowing and trenching equipment. Performs maintenance within rights-of-way. Restores disturbed surfaces and other landscaping duties.
- Performs various aerial duties including climbing poles, installing or removing cable, installing messenger strands, lashing telephone cable to messenger strand, and transferring cable and equipment from one pole to another.
- Sets telephone poles by using a line truck equipped with a digger derrick. Performs various types of bracing and anchoring practices.
- Inspects completed work assignments and work areas to ensure compliance with Company standards.
- Responsible for completing assigned projects to the specifications of the Engineering Department, Rural Utilities Service (RUS) and/or practices standard to the telecommunications construction industry.

#### Administration- 10%

- Ensures all tools and work equipment are in good working order and are properly maintained and stored. Reports defective tools and equipment so they can be replaced or repaired.
- Complies with all traffic laws, safety rules, regulations and safe practices. Keeps informed of Company policies and procedures.
- Conducts vehicle and equipment safety inspections and requests service when needed.
- Responsible for the daily time sheet and charging out of materials used on the job.
- Work closely with personnel from other departments to accomplish completion of work orders.

### **Other Duties and Responsibilities**

- Knows, understands, and stays up to date with the Company's products and services in order to assist customers with questions on how to use, and encourages adoption, of products and services.
- Actively participates in the performance management process which includes goal setting and identifying opportunities to learn, develop and/or improve skills. Proactively follows through on meeting performance objectives and expectations. Cooperates with others to achieve shared objectives.
- Demonstrates a positive attitude in daily interactions. Encourages positive relationships among the staff and promotes good morale in the workplace.
- Establishes and maintains good working relationships with personnel from other utilities and governing agencies.
- Performs other duties as assigned.

### **Required Knowledge, Skills and Abilities**

1. Typically requires a minimum of one year experience as a Lineman, Installation & Repair Technician, or Cable Splicer.
2. Must be able to read and interpret cable record maps, staking sheets, and work orders required for the Outside Plant construction.
3. Must have working knowledge of proper operating practices and procedures for equipment assigned to the Construction Department.
4. Must be familiar with RUS specifications and procedures.
5. Must be familiar with the National Electric Safety Code as related to telephony.
6. Must know and follow the Company's policies, guidelines, and procedures.
7. Must have a current First Aid and CPR certification card.
8. Must maintain a valid Oregon driver's license and maintain a Class A commercial driver's license.
9. Must have certification for flagging traffic or the ability to get certified within six months.
10. Must understand, and be able to work with, cable color codes.
11. Must be able to climb poles.
12. Requires computer skills using MS Office 365.
13. Requires the ability to maintain good working relations with other departments and outside agencies.
14. Excellent customer service skills required.
15. Requires the ability to work under various conditions.
16. Must have time management and organizational skills and the ability to multi-task.
17. Possess strong communication, teamwork, problem-solving, and interpersonal skills.
18. Must be able to diagnose and solve complex problems.
19. Requires the ability to work under minimal supervision and work flexible hours including extended hours as required.

### **Preferred Qualifications**

1. Familiarity with NISC systems and NJUNS systems.

### **Physical Demands**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Work is physically demanding and may require working under stress in hazardous situations. While performing the duties of this job, the employee is regularly required to use hands to finger, handle, or feel objects, tools, or controls; reach with hands and arms; and talk or hear. The employee is required to stand, walk, climb, bend and stoop.

Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

**The physical effort applied in this job includes:**

- |                                              |                                             |                                               |                                                   |
|----------------------------------------------|---------------------------------------------|-----------------------------------------------|---------------------------------------------------|
| <input checked="" type="checkbox"/> Lifting  | <input checked="" type="checkbox"/> Pulling | <input checked="" type="checkbox"/> Reaching  | <input checked="" type="checkbox"/> Manipulating  |
| <input checked="" type="checkbox"/> Carrying | <input checked="" type="checkbox"/> Pushing | <input checked="" type="checkbox"/> Shoveling | <input checked="" type="checkbox"/> Keying/typing |
| <input type="checkbox"/> Other (specify)     |                                             |                                               |                                                   |

**Lifting and frequency required by the job:**

Amount of Effort Applied	% of Time Effort is Applied			
	Less than 15%	15% to 40%	40% to 70%	More than 70%
Less than 1lb.				✓
Between 1 & 5 lbs.		✓		
Between 5 & 25 lbs.		✓		
Between 25 & 60 lbs.	✓			
More than 60 lbs.	✓			

**Work Environment**

The work environment characteristics are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The job is typically performed outdoors. The work environment characteristics include heights and inclement weather.

**Attendance**

Regular and reliable attendance is required.

**Safety**

This position requires the ability to support a safe work environment by performing duties in accordance with acceptable, safe work procedures. This includes but is not limited to: reporting all incidents and accidents to your supervisor immediately but no later than within 24 hours; maintaining the work area in a safe and healthful condition; reporting, and whenever possible

correcting, unsafe working conditions; operating vehicles while in the course of employment in a safe and lawful manner; and providing assistance to reduce or eliminate workplace hazards.

**Acknowledgement**

I am able to perform all the essential functions of the job, as described in this job description.

Signed	Date
Printed Name	