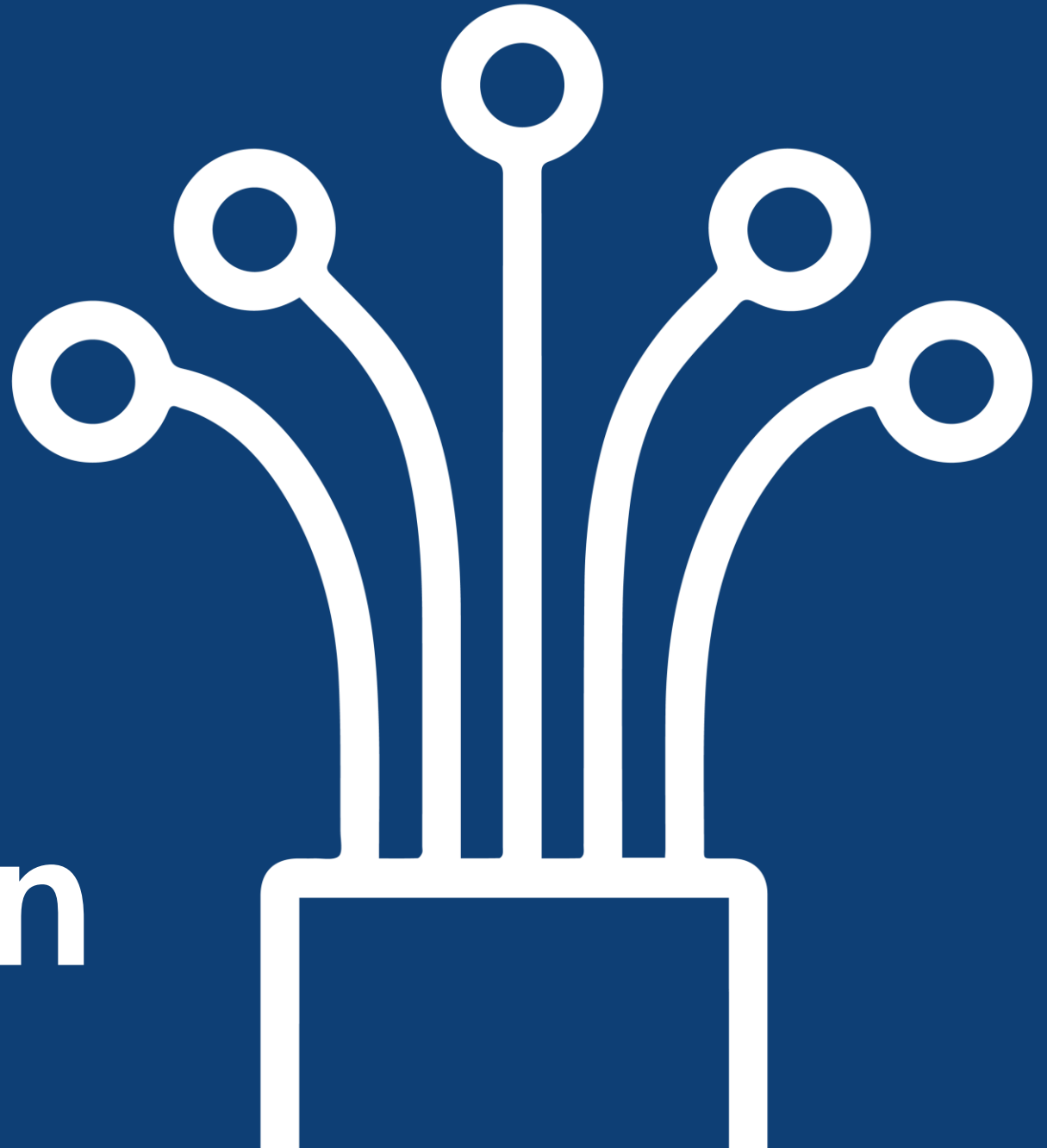


Career Pathways

for Ohio's Broadband-5G Sector Partnership





Fiber Optics Technician



Fiber Optics Technician *Career Pathway*



TRAINING AND EDUCATION PATHWAYS:

- | | | | |
|--|--|--|---|
|  Technical training;
Associates Degree desired |  2+ years experience;
Associates degree or equivalent
experience desired |  4+ years experience;
Associates degree or equivalent
experience desired |  6+ years experience;
BS/BA desired |
| <ul style="list-style-type: none">• CTE• In-house training• Apprenticeship | <ul style="list-style-type: none">• Apprenticeship• In-house training• Community College certificate program• Certificate Program | <ul style="list-style-type: none">• Community College degree program• Industry Certification• 4-year degree• Experience | <ul style="list-style-type: none">• 4-year degree +• Internal Promotion• Experience |

Fiber Optics Technician Level 1:

A fiber optics technician installs and services fiber optic systems in communities, homes, and commercial buildings. They can work on connecting services in residential properties as well as large-scale facilities like hospitals and universities. Everyone needs to be connected to the Internet, and when connectivity slows, it can be critical for business. This is where a fiber optics technician comes into play. In addition to installing fiber optics systems, a fiber optics technician also repairs faulty wires and their electrical components.

Salary: \$49K-65K

Training: In-house training, CTE, Apprenticeship

Fiber Optics Technician Level 2:

Similar to a Fiber Optics Technician Level 1, a Fiber Optics Technician Level 2 installs and services fiber optic systems in communities, homes, and commercial buildings. They can work on connecting services in residential properties as well as large-scale facilities like hospitals and universities. In addition to installing fiber optics systems, a fiber optics technician also repairs faulty wires and their electrical components. Level 2 technicians plan and lead jobs from beginning to end, which may require providing work direction and immediate supervision of more junior fiber technicians.

Salary: \$58K-70K

Training: Apprenticeship, In-house Training, Community College, and Certificate Program

Advanced Fiber Splicer:

The Fiber Splicer position splices and tests fiber optic cables in aerial, underground, and indoor physical field environments. Splicers need attention to detail regarding setting up splice locations, termination pointing, splice quality, work environment safety, and general fiber optic construction. They also handle splicing on new construction and restoration for a variety of cable types (Loose Tube, Ribbon, Micro, OPGW, etc.) and active splicing activity in cables with both dark fiber and lit services. Advanced splicers work with Fiber Optic, SONET, Ethernet, and SDH-related test equipment including OTDR, PMD, Optical Spectrum Analyzer, BER Test Sets, Sniffers.

Salary: \$49K-65K

Training: In-house training, CTE, Apprenticeship

Lead Fiber Optics Technician:

This position is responsible for single and mass fusion fiber splicing; preparation, installation, testing, and repair of fiber optic cable using a variety of fusion splicing and testing equipment. A Lead Fiber Optics Technician plans and leads a job from beginning to end with little or no supervision. Lead technicians often interface with customers to discuss job requirements, foresee potential issues, provide technical advice, and troubleshoot problems. The technical and customer service skills of a lead technician will guide the daily work. Lead Technicians may be required to provide work direction and immediate supervision of more junior fiber technicians.

Salary: \$58K-70K

Training: Apprenticeship, In-house Training, Community College, and Certificate Program

Project Manager:

The Project Manager is a liaison between the client, sales, and internal operations. The Project Manager is responsible for following the order from inception to installation. Project Managers are the single point of contact with the client regarding all data, internet, and voice services, along with complex product installations as assigned. Responsible for order quality, accurateness, and driving all forecasted revenue assigned.

Salary: \$75K-80K

Training: Industry Credential, Experience, Community College, 4-year degree

Operations Field Supervisor:

The Operations Field Supervisor is responsible for overseeing and project scheduling of new construction, maintenance, project inspections, and contractor compliance with state and local company requirements. This position is also responsible for supporting other departments on joint projects, including damage investigation and reporting.

Salary: \$75K-80K

Training: Industry Credential, Experience, Community College, 4-year degree

Fiber Splicer Construction Foreman:

Fiber Splicing Foremen lead a team of fiber splicers who produce high quality work while using specialized skills in splicing, activations, testing, troubleshooting and more to make a difference. Foreman in this occupation will have proven leadership abilities in utility construction industry. Foreman drive teams to meet deadlines and produce quality projects while providing a high level of customer service when interfacing with customers for escalated issues.

Salary: \$75K-80K

Training: Industry Credential, Experience, Community College, 4-year degree



Director of Program Management:

Directors of Program Management are responsible for leading a management team and workforce comprised of experienced, highly trained technicians and support engineers. This position requires a diversely experienced person to lead, manage and anticipate business needs of support and enhancement. Technical knowledge of telephony, VoIP, Internet, Data, TV, and Network operations and experience in developing operational metrics is involved. Training background, manpower experience, and budget development/reconciliation are required.

Salary: 80K-110K+

Training: 4-year degree, Internal Promotion, Experience

Director of Construction and Engineering:

A Director of Construction plans and directs tasks necessary for all phases of construction and is responsible for controlling the construction budget.

Salary: 80K-110K+

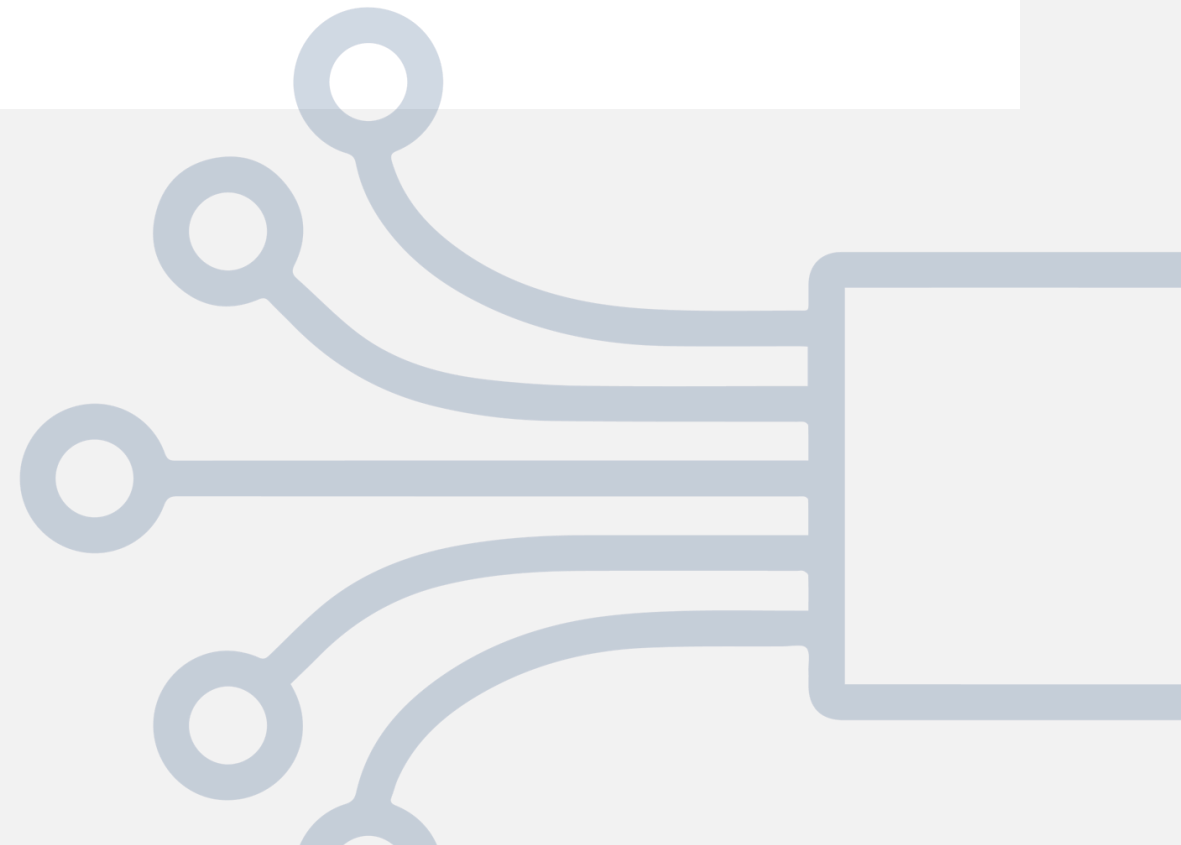
Training: 4-year degree, Internal Promotion, Experience

Director of Operations:

The Director will be responsible for leading a Management team and workforce comprised of experienced, highly trained technicians and support engineers. This position requires a diversely experienced person to lead, manage and anticipate business needs of support and enhancement. The position requires technical knowledge of telephony, VoIP, Internet, Data, TV, and Network operations, as well as experience in developing operational metrics.

Salary: 80K-110K+

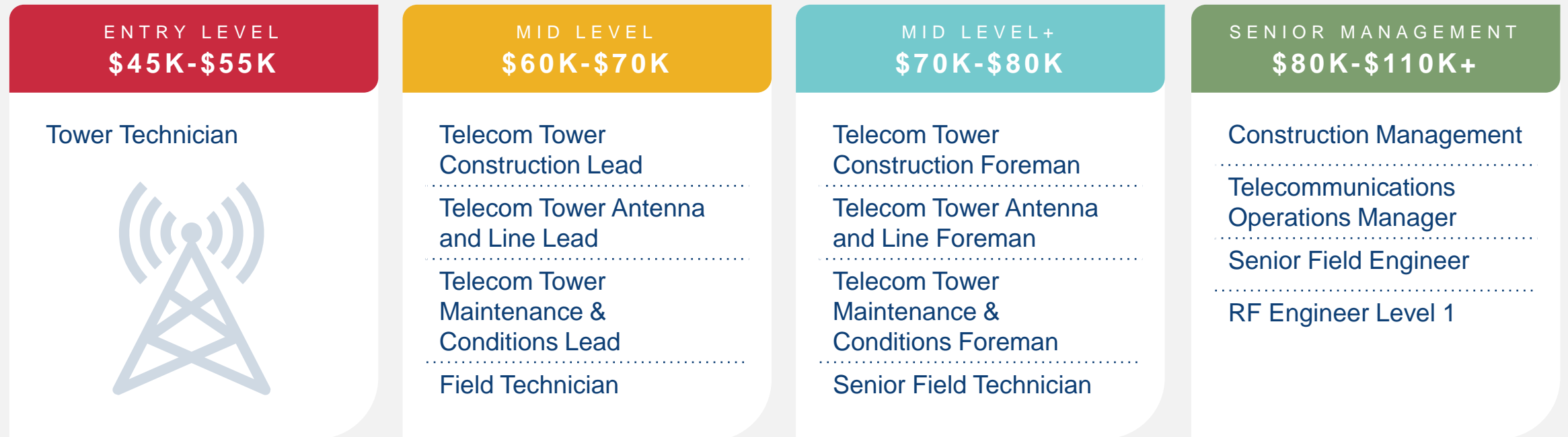
Training: 4-year degree, Internal Promotion, Experience






**Telecom
Tower
Technician**



Telecom Tower Technician *Career Pathway*



TRAINING AND EDUCATION PATHWAYS:

- | | | | |
|--|--|--|---|
|  Technical training;
Associates Degree desired |  2+ years experience;
Associates degree or equivalent
experience desired |  4+ years experience;
Associates degree or equivalent
experience desired |  6+ years experience;
BS/BA desired |
| <ul style="list-style-type: none">• CTE• In-house training• Apprenticeship | <ul style="list-style-type: none">• Apprenticeship• In-house training• Community College certificate program• Certificate Program | <ul style="list-style-type: none">• Community College degree program• Industry Certification• 4-year degree• Experience | <ul style="list-style-type: none">• 4-year degree +• Internal Promotion• Experience |

Telecom Tower Technician

As an experienced Telecom Tower Technician, you will lead and assist in the construction, installation, and maintenance of communications tower and support structures.

Salary: \$39K-45K

Training: In-house training, CTE, Apprenticeship

Telecom Tower Construction Lead (TCL):

The Tower Construction Lead works under limited supervision, performing maintenance and construction of tower mounted assets, periodic preventive maintenance routines, quality control inspections on new builds, and trouble shooting and diagnosis of faulty tower mounted components.

Salary: \$66K-70K

Training: Apprenticeship, In-house Training, Community College, and Certificate Program

Telecom Tower Antenna and Line Lead (TAL):

A supervised member of a crew performing antenna and line installation, maintenance and troubleshooting activities on structures in accordance with installation design drawings. The TAL is authorized to supervise Telecommunication Tower Apprentice/Telecommunication Tower Technician (TTA/TTT) level crew members during the On Job Learning (OJL).

Salary: \$66K-70K

Training: Apprenticeship, In-house Training, Community College, and Certificate Program

Telecom Tower Maintenance & Conditions Assessment Lead (MCL):

Position includes testing, maintenance, repair, and condition assessments on antenna supporting structures in accordance with industry standards and/or owners engineering representative. Servicing of various types of radio and wireless equipment, and servicing/construction of telecom towers. The MCL is authorized to supervise Telecommunication Tower Apprentice/ Telecommunication Tower Technician (TTA/TTT) level crew members during the on-the-job learning (OJL)

Salary: \$66K-70K

Training: Apprenticeship, In-house Training, Community College, and Certificate Program

Field Technician:

Installs, diagnose, maintains fiber, and copper networks (Internet, Phone, TV) and associated components, as well as be customer-focused, responsible, results orientated and providing a positive customer experience every time.

Salary: \$66K-70K

Training: Apprenticeship, In-house Training, Community College, and Certificate Program

Telecom Tower Construction Foreman (TCF):

Responsible for leading a crew in daily operations to safely construct, install, and maintain communication towers and support structures. Performs installation, demolition, and/or maintenance on elevated structures in accordance with installation design drawings and or written scopes of work.

Salary: \$75K-80k

Training: Industry Credential, Experience, Community College, 4-year degree

Telecom Tower Maintenance & Conditions Foreman (MCF):

Telecom tower crew foremen are needed to supervise work on telecom towers, conduct site audits, and help crews upgrade existing hardware. Four years or more of related tower and construction experience required.

Salary: \$75K-80K

Training: Industry Credential, Experience, Community College, 4-year degree

Telecom Tower Antenna and Line Foreman (TAL):

Responsible for the supervision and performance of various construction tasks in the areas of tower erection, coaxial cable, and antenna installation, antenna mount installation, RF testing and troubleshooting. The TAL is authorized to supervise Apprentice Telecommunication Tower Technician level crew members during their on-the-job learning.

Salary: \$75K-80K

Training: Industry Credential, Experience, Community College, 4-year degree

Senior Field Technician:

Communicating and executing key tasks including off-site installation for vehicle applications, infrastructure equipment maintenance, maintaining inventory. Installs, diagnose, maintains fiber, and copper networks internet, phone.

Salary: \$70K-73K

Training: Industry Credential, Experience, Community College, 4-year degree

Construction Management:

Serve as the main point-of-contact by establishing, maintaining, and managing subcontractor, and joint venture partner's expectations (where applicable) relating to project performance. Communication with sub-contractors on schedule, job performance, quality, safety, and material management. Reports project status, budget, and performance data as required to management, project sponsors, and other stakeholders.

Salary: \$85K-95K

Training: 4-year degree, Internal Promotion, Experience

Telecommunications Operations Manager:

Serve as the main point-of-contact by establishing, maintaining, and managing subcontractor, and joint venture partner's expectations (where applicable) relating to project performance. Communication with sub-contractors on schedule, job performance, quality, safety, and material management. Reports project status, budget, and performance data as required to management, project sponsors, and other stakeholders.

Salary: \$85K-95K

Training: 4-year degree, Internal Promotion, Experience

Senior Field Engineer:

Provides support during all the phases of the project to which assigned, including but not limited to writing scope of works, reviewing technical specifications, material requisitions, technical bid evaluations, construction packages, quality assurance documents, tracking project deliverables, and provide project status updates providing technical support during start-up and commissioning.

Salary: \$110K-120K

Training: 4-year degree, Internal Promotion, Experience

RF Engineer Level 1:

Develop new products, support existing products, and improve processes, specifically related to RF design. Conduct RF circuit measurements using laboratory spectrum analyzers, oscilloscopes, network analyzers, etc. May provide design and project support in the areas of project leadership, regulatory, reliability, components selections. Provide technical support to factory, service, and other internal departments. A Bachelor's Degree in Electrical Engineering, Electronics Engineering, Communications Engineering, or equivalent is required.

Salary: \$110K-120K

Training: 4-year degree, Internal Promotion, Experience

RF Engineer



RF Engineer Career Pathway



TRAINING AND EDUCATION PATHWAYS:



Technical training;
Associates Degree
desired

- CTE
- In-house training



2+ years experience;
BS/BA degree or equivalent
experience required

- In-house training
- Community College certificate program
- Certificate Program



4+ years experience; BS/BA degree or
equivalent experience required

- 4-year degree
- Experience



6+ years experience;
BS/BA desired

- 6+ years of experience
- MS/MBA required

Cellular Drive Test Technician I:

Collect data from existing or test cell sites. Requires minimal training to operate equipment. Must be able to drive a planned route while data is collected.

Salary: \$35K-\$40K

Training: In-house training, CTE

Cellular Drive Test Technician II:

Collects data from existing or test cell sites. Should be familiar with equipment operation. Must have some technical training (engineering background desired) to be able to plan routes for testing. Can also test indoor equipment (walk-testing).

Salary: \$45K-\$55K

Training: In-house training, CTE

Drive Test Data Engineer (Entry Level):

Receives data from drive test technicians, imports data into propagation tools/analysis tools. Runs analyses using tools to assist in deployment planning. Must be trained to operate tools, etc. Prior training required.

Salary: \$55K-\$65K

Training: Apprenticeship, In-house Training, Community College, and Certificate Program



Radio Frequency (RF) Engineer

I and II:

Receives data from drive test technicians, imports data into propagation tools/analysis tools. Runs analyses using tools and responsible for proper site design. Should be familiar with propagation and data analysis tools. Be able to translate physical changes at the cell site into optimization software. The RF Engineer will create RF Data Sheets and plumbing diagrams.

Salary: \$65K-\$75K for Level I and \$75K-\$85K for Level II

Training: Industry Credential, Experience, Community College, 4-year degree

Sr. RF Deployment Engineer:

Reviews analyses of other engineers and is responsible for proper site design across the deployment area. Expert in using tools and understands required procedures for site deployment. Must have Bachelor's degree as well as ≤ 5 years of experience.

Salary: \$90K-\$105K

Training: Industry Credential, Experience, Community College, 4-year degree

RF Manager:

Responsible for RF operation for the deployment. Directs growth and planning. Manages all aspects of the RF engineering team.

Salary: \geq \$120K

Training: 4-year degree, Internal Promotion, Experience



Utility Construction Installer



Utility Construction Installer *Career Pathway*



TRAINING AND EDUCATION PATHWAYS:



High School/GED; Entry level technical training, OJT

- CTE
- In-house training
- Apprenticeship



High School/GED; 2+ years experience; Advanced Technical Training

- Apprenticeship
- In-house training
- Community College certificate program
- Certificate Program



3+ years experience; Leadership Training; Management Training; PMP certification

- Community College degree program
- Industry Certification
- Experience



6+ years experience; Advanced Leadership Training; Senior Management Training

- Internal Promotion
- Experience
- IHE Construction Management Credential

Utility Construction Installer:

The Utility Construction Installer will construct and/or install cable TV, high-speed internet and digital phone services for residential and business customers, using commercial and residential wiring applications. Add, place, remove, reroute, set up, rack, splice, transfer, repair, rearrange, bond, pressurize, and test aerial, underground, and buried cable.

Salary: \$45K-65K

Training: In-house training, CTE, Apprenticeship

Lead Installer:

Similar to the Utility Construction Installer, the Lead Installer will use their previous experience and knowledge to manage teams who will construct and/or install cable TV, high-speed internet and digital phone services for residential and business customers, using commercial and residential wiring applications. Add, place, remove, reroute, set up, rack, splice, transfer, repair, rearrange, bond, pressurize, and test aerial, underground, and buried cable.

Salary: \$65K-80K

Training: Apprenticeship, In-house Training, Experience, Internal Promotion, Community College, and Certificate Program

Crew Foreman:

The Crew Foreman is responsible for performing skilled tasks in accordance with standard industry practices in the construction, maintenance, and operation of underground and overhead telecommunications. This position will be responsible to use various specialized equipment in an outside fast-paced work environment as well as run a full telecom crew.

Salary: \$65K-80K

Training: Apprenticeship, In-house Training, Experience, Internal Promotion, Community College, and Certificate Program

General Foreman:

The General Foreman will be responsible for the management of new site development and construction, as well as customer implementation processes using cross-functional project teams to provide contracted services to customers, ensuring project timelines are met in accordance with policies and procedures.

Salary: \$75K-90K

Training: Industry Credential, Experience, Internal Promotion, Community College, 4-year degree

Superintendent:

Superintendent will play a hands-on role that will work closely with Installers and Foreman and is responsible for executing build upgrades and a variety of construction projects. This person is a leader capable of managing, training, and mentoring a crew people while on site.

Salary: \$75K-90K

Training: Industry Credential, Experience, Internal Promotion, Community College, 4-year degree

Project Manager:

The Project Manager is a liaison between the client, sales, installation and internal operations. The PM will be responsible for driving the full lifecycle of project delivery, from requirements definition through implementation and roll out, working with a cross functional business team and technical resources. The PM will be ultimately accountable for the success of the project and work closely with the business clients of the project to ensure objectives are delivered as expected.

Salary: \$75K-90K

Training: Industry Credential, Experience, Internal Promotion, Community College, 4-year degree

Director:

The Director will be responsible for leading a management team and workforce comprised of experienced, highly trained technicians and support staff. This position requires a diversely experienced person to lead, manage and anticipate business needs of support and enhancement. Training background, manpower experience, and budget development/reconciliation are required.

Salary: \$90K-125K

Training: Internal Promotion, Experience, 4-year degree

Senior Project Manager:

The Senior Project Manager will be responsible for leading the project teams. The Senior PM will be responsible for driving the full lifecycle of project delivery, from requirements definition through implementation and roll out, working with a cross functional business team and technical resources. The Senior PM will be ultimately accountable for the success of the project and work closely with the business clients of the project to ensure objectives are delivered as expected.

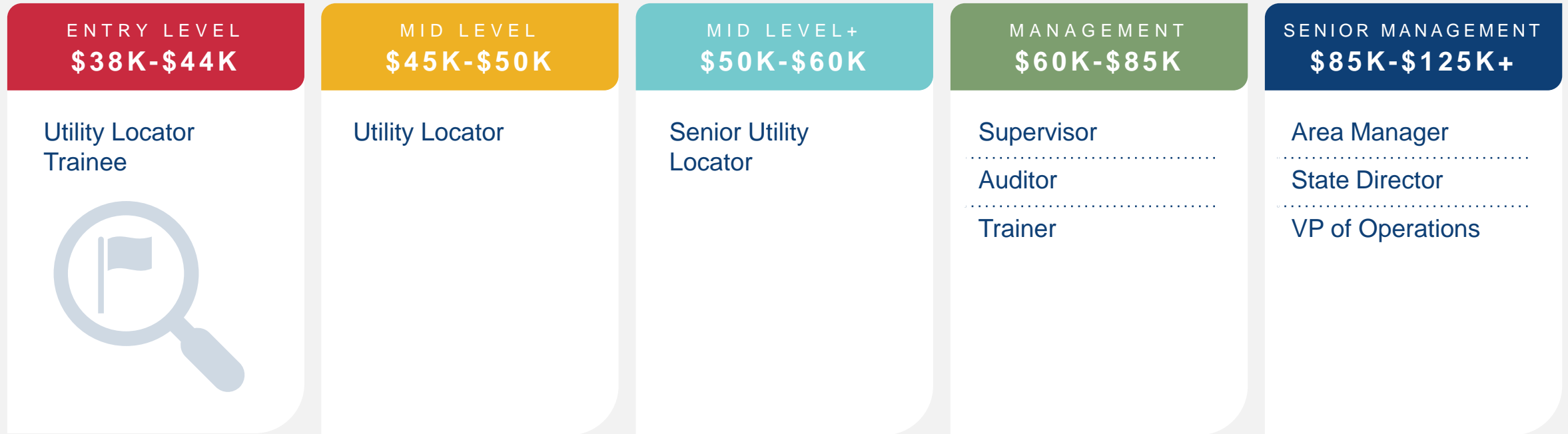
Salary: \$90K-125K

Training: Internal Promotion, Experience. 4-year degree

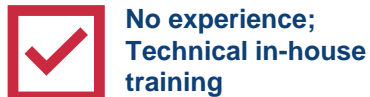
Utility Locator



Utility Locator Career Pathway



TRAINING AND EDUCATION PATHWAYS:



No experience;
Technical in-house training

- Career and Technical Education
- In-house training
- Apprenticeship



1+ years experience

- Apprenticeship
- In-house training
- Internal Promotion



3+ years experience;
Additional in-house training, training through experience

- Industry Certification
- Experiential learning
- Professional Development



4+ years experience

- Community College degree program desired
- Experience
- Internal Promotion



6+ years experience;
BS/BA desired

- Internal Promotion
- Experience
- 4-year degree desired

Utility Locator Trainee:

Locate and mark buried utilities. Locating buried fiber optic, copper telephone cables, etc. Mark the location of underground utilities on private and public property, and other appropriate locations using required spray paints, flags, and equipment.

Utility Locator:

Locate and mark buried utilities. Locating buried fiber optic, copper telephone cables, etc. Mark the location of underground utilities on private and public property, and other appropriate locations using required spray paints, flags, and equipment. Administrative duties include working with local public officials, engineering firms, securing remote yard space for storage during project.

Senior Utility Locator:

Locate and mark buried utilities. Locating buried fiber optic, copper telephone cables, etc. Mark the location of underground utilities on private and public property, and other appropriate locations using required spray paints, flags, and equipment. Administrative duties include working with local public officials, engineering firms, securing remote yard space for storage during project. Identify potential customers and set strategies to align customers with our recommendations.

Supervisor:

The supervisor will teams within the organization. They will conduct daily and weekly planning meetings to ensure quality control is in place. Conduct audits on field personnel to assure quality standards are being met. Create and maintain good working relationships with clients, excavators, regulators, employees, and the public. Lastly, they assist technicians and teams with locating difficult to find utilities.

Auditor:

The primary role is to increase the quality of work performed. This person will work directly with all Utility Customers on comprehensive training programs. Auditors assistance and coordinate of the local supervisors and area managers to ensure quality.

Trainer:

This person will have daily contact with managers, supervisor and field technicians; tasked to train new field technicians. Job duties will be performed with the assistance and/or coordination of the local supervisors and area managers. Staying compliant with all customers OQ programs will be the trainer's responsibility. Professional communication with all management and customers is essential and vital to the trainer position.

Area Manager:

This person will oversee all locate technicians in this area who perform a variety of locating and utility-related tasks. They will report to the state director. The area manager is responsible for ensuring quality and quantity goals are met in the assigned geographic area.

State Director:

As State Director, one will play a leadership role in building and guiding a team of state policy advocates to transform state and regional goals. The State Director, will apply experience and lessons learned for policy successes in legislative and regulatory advocacy, thought leadership, and coalition.

VP of Operations:

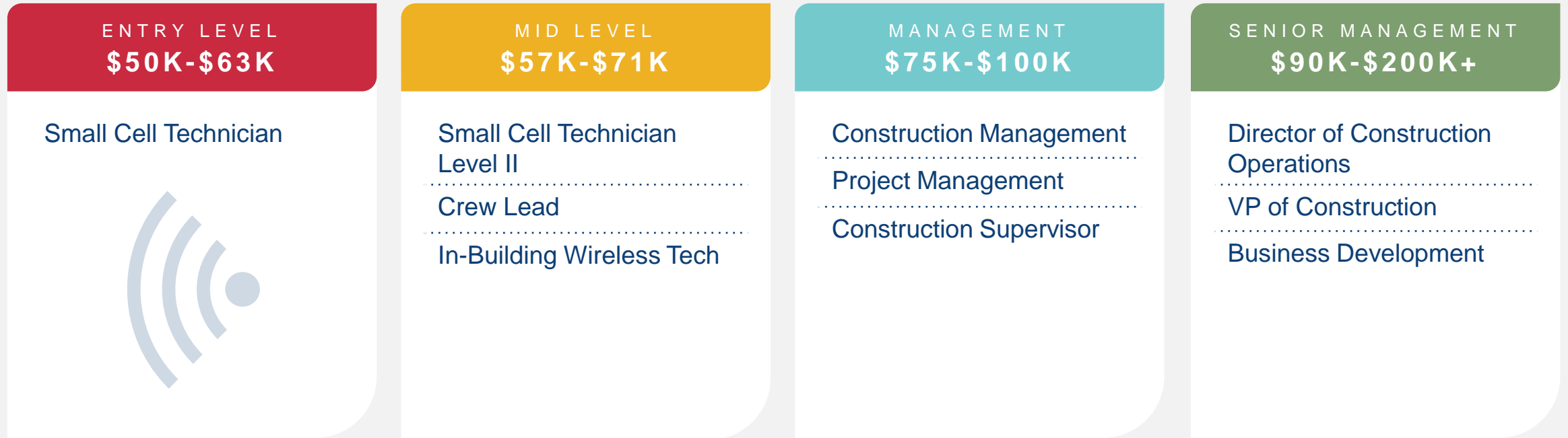
Will be responsible for strategic planning, development of annual and long-term business objectives, service/product development, budget development, operations leadership, achievement of continuous improvement of quality, customer satisfaction, and financial analysis and reporting.



**Small
Cell
Technician**



Small Cell Technician *Career Pathway*



TRAINING AND EDUCATION PATHWAYS:



No experience;
Technical in-house training

- Career and Technical Education
- In-house training
- Apprenticeship
- Industry Certification
- Internal Promotion



1+ years experience

- Apprenticeship
- In-house training
- Internal Promotion
- Industry Certification



3+ years experience;
Additional in-house training,
training through experience

- Experiential learning
- Professional Development
- Leadership Training
- Internal Promotion



6+ years experience;
BS/BA desired

- Community College degree program
- 4-year degree desired
- Internal Promotion

Small Cell Technician:

Performs preventative maintenance inspections to remote DAS equipment and host-related equipment as well as the application of safe work practices to all work-related tasks. Primary Duties and Responsibilities: Installation of small cell hardware and equipment for both aerial and underground locations.

Small Cell Technician II

Performs preventative maintenance inspections to remote DAS equipment and host-related equipment as well as the application of safe work practices to all work-related tasks. Primary Duties and Responsibilities: Installation of small cell hardware and equipment for both aerial and underground locations.

Crew Lead:

Hands-on supervisory/team lead: This position run projects, interface with customers and serve as part of the installation team. The crew lead will utilize previous experience, including solid understanding of wireless networks, including modulation techniques (UTMS, GSM, LTE plus etc.), amplifier/antenna/cable theory, link budgets, propagation tools, etc.)

In-Building Wireless Technician:

The In-Building Wireless Technician position is responsible for performing the installation of various telecommunications equipment (specializing in In-Building Wireless applications) in a professional and timely manner while maintaining the highest level of quality. Duties include, maintaining project documentation and reporting, develop customer relationships, ensuring all work is completed in accordance with the client's construction standards, processes, and procedures, etc.



Construction Manager:

Provides overall leadership and support for several small projects or one very large project with high complexity. Accountable for safety, budget, quality, schedule, and profitability performance. Oversees projects to ensure construction is as per design, budget, and schedule. Leads to secure new work by participating as part of core pursuit/preconstruction team to contribute to estimate, proposal, and/or presentation.

Project Manager:

The PM will be responsible for driving the full lifecycle of project delivery, from requirements definition through implementation and roll out, working with a cross functional business team and technical resources. The PM will be ultimately accountable for the success of the project and work closely with the business clients of the project to ensure objectives are delivered as expected.

Construction Supervisor:

The construction supervisor will plan and oversee field labor activities including determining a method of construction, manpower levels, material quantities, equipment needs, and work schedule. Responsible to make sure that projects are completed on schedule, within budget, and in a way that is safe and follows federal, state and local agency regulatory requirements.

Director of Construction Operation:

Responsible for leading management of new site development and construction, as well as customer implementation processes using cross-functional project teams to provide contracted services to customers, ensuring project timelines are met in accordance with policies and procedures.

VP of Construction:

Understand and administer contract and subcontract agreements. Provide leadership to positively influence change. Promote client's involvement in the community to help build strategic relationships and to embrace the community in which we live and work. Foster and enhance architect, subcontractor and vendor relations. Establish, update, and communicate the master project schedule and manage its implementation.

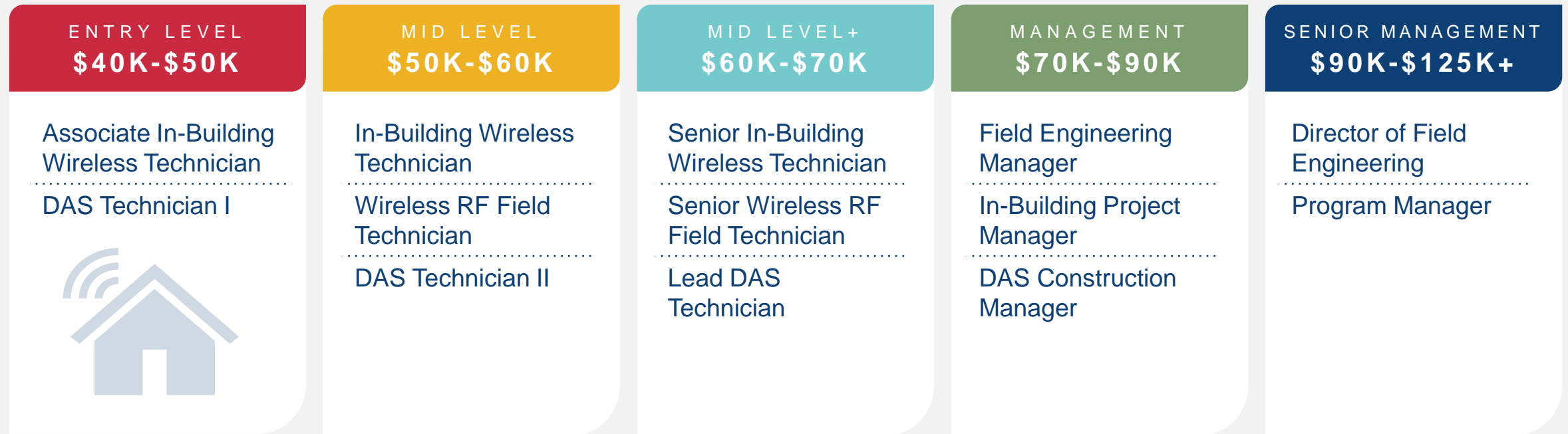
Business Development:

Focus on sales efforts by planning and pursuing new business and make appropriate adjustments based on the prospect's needs, which can include general communications, presentations, demonstrations, etc. and will include leadership in coordinating work with other internal sales support and delivery staff. Negotiation and closing skills, initiative-taking, goal-focused, ability to develop strong customer relations and strong presentation skills. Provide leadership direction and direct contribution toward development of sales documents including bids, presentations, reports, etc.

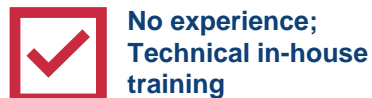
In-Building Wireless Technician



In-Building Wireless Technician *Career Pathway*



TRAINING AND EDUCATION PATHWAYS:



**No experience;
Technical in-house training**

- Career and Technical Education
- In-house training
- Apprenticeship



2+ years experience

- Apprenticeship
- In-house training
- Internal Promotion



**3+ years experience;
Additional in-house training, training through experience**

- Industry Certification
- Experiential learning
- Professional Development



5+ years experience

- Community College degree program desired
- Experience
- Internal Promotion



**8-10+ years experience;
BS/BA desired**

- Internal Promotion
- Experience
- 4-year degree desired

Associate In-Building Wireless Technician:

The In-Building Wireless Technician position is responsible for performing the installation of various telecommunications equipment (specializing in In-Building Wireless applications) in a professional and timely manner while maintaining the highest level of quality.

DAS Technician I:

DAS Technicians I are responsible for DAS installation in both carrier and public safety spaces, understanding different OEM and connection types, troubleshooting, line sweeping and PIM testing, as well as fusion splicing and fiber testing. DAS technicians should be comfortable in self-directed environment and detail oriented.

In-Building Wireless Technician:

The In-Building Wireless Technician position is responsible for performing the installation of various telecommunications equipment (specializing in In-Building Wireless applications) in a professional and timely manner while maintaining the highest level of quality. Duties include, maintaining project documentation and reporting, develop customer relationships, ensuring all work is completed in accordance with the client's construction standards, processes, and procedures, etc.

Wireless RF Field Technician:

The RF Field Technician is expected to be experienced working on wireless carrier cell sites. He/she should also be a certified climber, possess current CPR/First Aid, OSHA 10 and have completed RF awareness training. Must be able to receive, analyze, and resolve problems within the wireless network in a timely manner with assistance from a higher-level management or engineering, as required. This person will perform a variety of tasks to facilitate modification, repair, maintenance, and installation of communication systems, equipment, parts and accessories.

DAS Technician II

DAS Technicians I are responsible for DAS installation in both carrier and public safety spaces, understanding different OEM and connection types, troubleshooting, line sweeping and PIM testing, as well as fusion splicing and fiber testing. DAS technicians should be comfortable in self-directed environment and detail oriented. The DAS Technician II will also supervise and mentor entry level technicians.

Senior In-Building Wireless Technician:

The In-Building Wireless Technician position is responsible for performing the installation of various telecommunications equipment (specializing in In-Building Wireless applications) in a professional and timely manner while maintaining the highest level of quality. Duties include, maintaining project documentation and reporting, develop customer relationships, ensuring all work is completed in accordance with the client's construction standards, processes, and procedures, etc. The senior technician will be responsible for managing/mentoring teams of entry level technicians.

Senior Wireless RF Field Technician:

The RF Field Technician is expected to be experienced working on wireless carrier cell sites. He/she should also be a certified climber, possess current CPR/First Aid, OSHA 10 and have completed RF awareness training. Must be able to receive, analyze, and resolve problems within the wireless network in a timely manner with assistance from a higher-level management or engineering, as required. This person will perform a variety of tasks to facilitate modification, repair, maintenance, and installation of communication systems, equipment, parts and accessories. The senior technician will be responsible for managing/mentoring teams of entry level technicians.

Lead DAS Technician:

The Lead DAS Lead Technician position is responsible for performing the installation of various telecommunications equipment (specializing in In-Building Wireless applications) in a professional and timely manner while maintaining the highest level of quality. Responsibilities include, maintaining networks by troubleshooting and repairing outages, testing network back-up procedures, and updating documentation, ensuring all work is completed in accordance with the client's construction standards, processes, and procedures while leading teams of entry level technicians.

Field Engineering Manager:

This role is for a leader in an engineering organization that employs multi-disciplined engineering resources, tools, and processes to support the specification, design, implementation, verification, and validation. The Telecom Manager is involved in all aspects of the telecommunications life cycle, such as opportunity analysis, contract evaluation, service analysis, implementation, billing, cost analysis, and budgeting.

In-Building Project Manager:

Responsible for the management and coordination of team members in obtaining and maintaining all requisite documents related to said project. The PM will be ultimately accountable for the success of the project and work closely with the business clients of the project to ensure objectives are delivered as expected.

DAS Construction Manager:

The DAS Construction Manager is responsible for developing, deploying, coordinating, and managing the successful implementation of DAS Construction projects. The DAS Construction Manager is the primary point of contact for high level client interaction. Responsibilities include, developing, building, and maintaining business relationships with customers, working to diversify business opportunities both within existing customer base as well as new customers and coordinating work with internal construction manager, coordinate site walks with construction team and sub-contractors as requested by customers.

Director of Field Engineering:

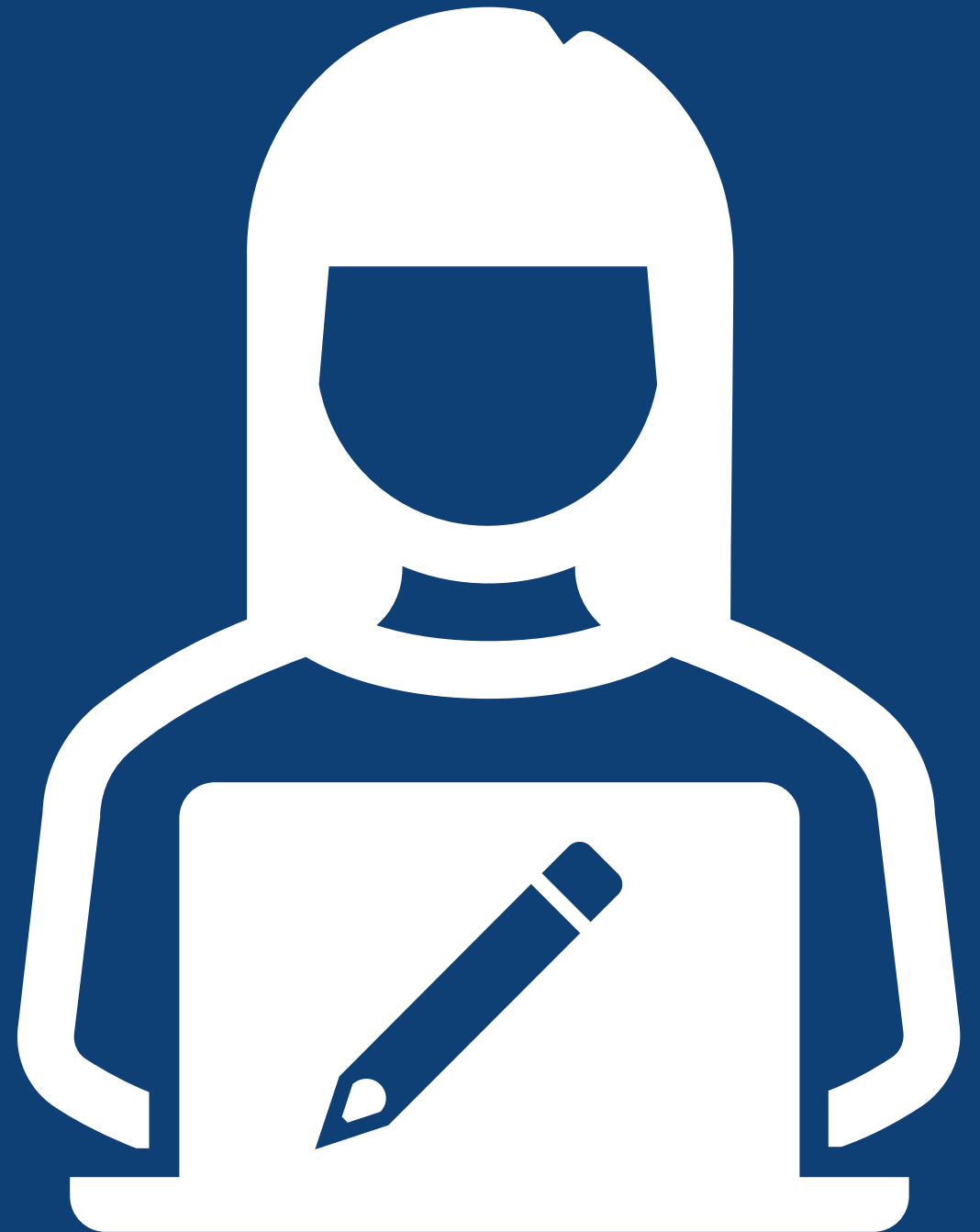
As Director, you'll manage, train, ensure the safety of, and develop the Engineering Services staff. In this key role, you'll facilitate projects for expansion, maintenance, improvements, capacity, and upgrades. Additionally, oversee the accurate mapping and inventorying, as well as the maintenance of clear records in the client's systems for company-wide use.

Program Manager:

Program managers are responsible for managing all aspects of telecommunications projects. This includes planning, scheduling, budgeting, and overseeing the implementation of new technologies or services.



CAD Engineer/ Designer



CAD Engineer/Designer *Career Pathway*



TRAINING AND EDUCATION PATHWAYS:



**Technical training;
industry credential required**

- Career and Technical Education
- Community College certificate program
- Certification
- Apprenticeship



**2+ years experience;
Associates degree or
equivalent experience desired**

- Apprenticeship
- In-house training and experience
- Community College certificate program
- Certificate Program



**4+ years experience;
Associates degree or
equivalent experience desired**

- Industry Certification
- In-house training and experience;
independent work for advancement
- Internal Promotion
- Community College Degree Desired



**5+ years experience;
BS/BA desired**

- Internal Promotion
- Experience Required
- 4-year degree desired
- QC work and managing work with teams
- Managing Internal Depts

CAD Designer I:

Uses computer-aided drafting tools such as AutoCAD to create detailed drawings. They prepare and plan detailed drawings for above-grade support structures and below-grade foundation details. CAD Designers develop transmission line plan & profile drawings, alignment maps, fiber splice maps, conductor data templates, pole datasheets, transmission/distribution line hardware details, material lists, and grounding details. The duties also include the drawing of map(s) using the correct mapping symbols, callouts, decals, property tie-downs, etc. Lastly, they prepare drawings from scratch utilizing reference drawings, images, pdf's, hand sketches, or engineer-provided markups. Incorporate work/plan redline markups and comments.

CAD Designer II:

Also uses computer-aided drafting tools such as AutoCAD to create detailed drawings. They prepare and plan detailed drawings for above-grade support structures and below-grade foundation details. CAD Designers develop transmission line plan & profile drawings, alignment maps, fiber splice maps, conductor data templates, pole datasheets, transmission/distribution line hardware details, material lists, and grounding details. The duties also include the drawing of map(s) using the correct mapping symbols, callouts, decals, property tie-downs, etc. Lastly, they prepare drawings from scratch utilizing reference drawings, images, pdf's, hand sketches, or engineer-provided markups. Incorporate work/plan redline markups and comments. Within this scope they are also managing, mentoring and evaluating the CAD Designer I.

CAD Designer III:

Also uses computer-aided drafting tools such as AutoCAD to create detailed drawings. They prepare and plan detailed drawings for above-grade support structures and below-grade foundation details. CAD Designers develop transmission line plan & profile drawings, alignment maps, fiber splice maps, conductor data templates, pole datasheets, transmission/distribution line hardware details, material lists, and grounding details. The duties also include the drawing of map(s) using the correct mapping symbols, callouts, decals, property tie-downs, etc. Lastly, they prepare drawings from scratch utilizing reference drawings, images, pdf's, hand sketches, or engineer-provided markups. Incorporate work/plan redline markups and comments. Within this scope they are also managing, mentoring and evaluating the CAD Designer I and II positions, along with the QC work.

CAD Designer III:

Also uses computer-aided drafting tools such as AutoCAD to create detailed drawings. They prepare and plan detailed drawings for above-grade support structures and below-grade foundation details. CAD Designers develop transmission line plan & profile drawings, alignment maps, fiber splice maps, conductor data templates, pole datasheets, transmission/distribution line hardware details, material lists, and grounding details. The duties also include the drawing of map(s) using the correct mapping symbols, callouts, decals, property tie-downs, etc. Lastly, they prepare drawings from scratch utilizing reference drawings, images, pdf's, hand sketches, or engineer-provided markups. Incorporate work/plan redline markups and comments. Within this scope they are also managing, mentoring and evaluating the CAD Designer I, II and III positions, along with the QC work. They will sign off on all safety and quality components of a project.

**Outside
Plant
Engineer**



Outside Plant Engineer *Career Pathway*



TRAINING AND EDUCATION PATHWAYS:



**Design training,
Associates Degree desired**

- Design Exp
- Drafting Experience
- Industry Credential
- 2-year degree desired



**2+ years experience;
Associates degree or
equivalent experience required**

- Field Exp
- BICSI OSP Design course desired
- In-house training
- Internal Promotion



**4+ years experience;
certification desired;
4-year degree desired**

- PMP Cert
- 2-year degree or experience
- Internal Promotion
- 4-year degree required



**6+ years experience; 4-year degree
desired, industry certification**

- 4-year degree +
- Internal Promotion
- Experience
- Industry Cert

Assistant OSP Engineer/Designer:

Assistant OSP Engineer is an entry level to the OSP Engineer/Field Engineer. OSPE must have knowledge of aerial, buried, underground and building entrance design. OSPE will support the design and engineering process by planning and preparing drawings for construction of new, and removal or rearrangement of existing fiber optic cables, and conduits to obtain optimum and economical utilization of communications facilities. OSPE must be able to read and understand highway/road prints, be able to identify conflicts with existing outside plant facilities, and select routing required for work projects.

Salary: \$52K-65K

Training: Design Exp, Drafting Experience, Industry Credential, 2-year degree desired

Outside Plant Engineer (OSP)/ Field Engineer:

OSPE must have knowledge of aerial, buried, underground and building entrance design. OSPE will support the design and engineering process by planning and preparing drawings for construction of new, and removal or rearrangement of existing fiber optic cables, and conduits to obtain optimum and economical utilization of communications facilities. OSPE must be able to read and understand highway/road prints, be able to identify conflicts with existing outside plant facilities, and select routing required for work projects. OSPE may be required to provide on-site construction inspection to ensure design specifications are met by the construction contractor. Further duties will include but are not limited to: redlines, bore design, CAD, and make-ready analysis, field notes, pole survey, sonde conduit, locating, QC prints, butterfly drawings, and preparation of prints.

Salary: \$65K-72K

Training: Field Exp, BICSI OSP Design course desired, In- house training, Internal Promotion, 2-year degree required

Inside Plant Engineer/Field Engineer:

The ISP (Inside plant) Engineer is responsible for the development and design of intricate inside plant equipment installations, modifications, and upgrades. In the Telecom world, the term "inside plant" refers to all the cabling and equipment installed in the Telecommunication facility. This includes main distribution frames (MDF) and protectors. Inside Plant, Engineers collaborate effectively with internal stakeholders including capacity, network architecture and field engineers. Plant engineers ensure that requirements are met for all structured cabling inside the plant. Engineers support and maintain plant network elements and their connection requirements.

Salary: \$65K-72K

Training: Field Exp, BICSI OSP Design course desired, In- house training, Internal Promotion, 2-year degree required

Project Manager:

The Project Manager is a liaison between the client, sales, and internal operations. The Project Manager is responsible for following the order from inception to installation. Project Managers are the single point of contact with the client regarding all data, internet, and voice services, along with complex product installations as assigned. Responsible for order quality, accurateness, and driving all forecasted revenue assigned.

Salary: \$72K-85K

Training: Industry Credential, Experience, 2-year degree required, 4-year degree desired

Design Supervisor:

Is responsible for the engineering of outside plant and directs of the daily operations of the engineering department. Coordinates with the Outside Plant and CO Supervisor on construction projects and is responsible for outside contractor activities. Interfaces with accounting department for proper recording of completed projects and with governments, companies, and owners to secure easements, rights-of-way and construction permission. Task include, Supervises engineering staff by assigning work, checking quality of work, answering questions, handling personnel issues, and monitoring projects to ensure jobs are completed in a timely and accurate manner; Consults on inside and outside plant design and engineering; Reviews new technologies and potential services and makes recommendations on engineering and design requirements, costs, and impact; Analyzes outside plant facilities to determine required construction engineering projects; Approves new installations and coordinates switched and special access services and facilities with connecting companies.

Salary: \$72K-85K

Training: Industry Credential, Experience, 2-year degree required, 4-year degree desired

Professional Engineer:

The professional engineer must be able to work effectively as a team leader in a group environment and maintain positive relationships with team members and clients. Organized and detail-oriented with excellent interpersonal skills. Proficiency in Microsoft Suite, AutoCAD, Civil 3D. Undergraduate or graduate degree in civil engineering. Professional Engineering (PE) licensure or ability to obtain PE within one year 1-5 years of progressive experience. Experience working with both private and municipal clients. Strong industry relationships and an understanding of municipal, state, and federal criteria. Significant experience and understanding of local, regional, state, and federal policies, programs, and procedures. Ability to read and interpret construction drawings; ability to think 3-dimensionally.

Salary: \$85K-110K+

Training: 4-year degree +, Internal Promotion, Experience, Industry Cert.

Director of Construction:

Managing the day-to-day activities of each assigned crew. Must be reliable – daily availability to each assigned crew will be required to provide support (in-person or remote). Areas of work include reading job build plans such as rigging plans, construction drawings, & RFDS. Verify scope of work with each assigned crew prior to starting construction. Verify materials with each assigned crew prior to starting construction. Be readily available for tower owner pre-construction site walks with assigned crew. Conduct random site visits for each assigned crew. Submit daily updates to Director of Operations for each assigned crew. Closely adheres to all safety standards and procedures. Identifies gaps in safety standards as well as safety risks in the environment and provides recommendations to higher level technical staff and management.

Salary: \$85K-110K+

Training: 4-year degree +, Internal Promotion, Experience, Industry Cert.

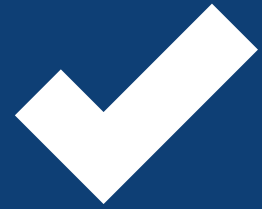
Director of Program Management:

Work within cross-functional teams to plan, organize and direct customer-related projects, services, and activities. Establish project objectives, policies, procedures and performance standards within boundaries of company policy and contracted work scope specifications. Represent company in customer facing project meetings and attend strategy meetings. Monitor and control project through administrative direction of operations and delivery resources to ensure project is completed on schedule and within budget. Lead project reviews. Manage project portfolio to meet company financial objectives including forecasting requirements; preparing a project budget; scheduling expenditures; analyzing variances; initiating corrective actions. Confer with Osmose operations management to discuss such matters as work procedures, complaints and project problems. Investigate potentially serious situations and implement corrective measures. Work with contract administrators to manage financial aspects of contracts to protect company's interest and simultaneously maintain good relationship with the customer.

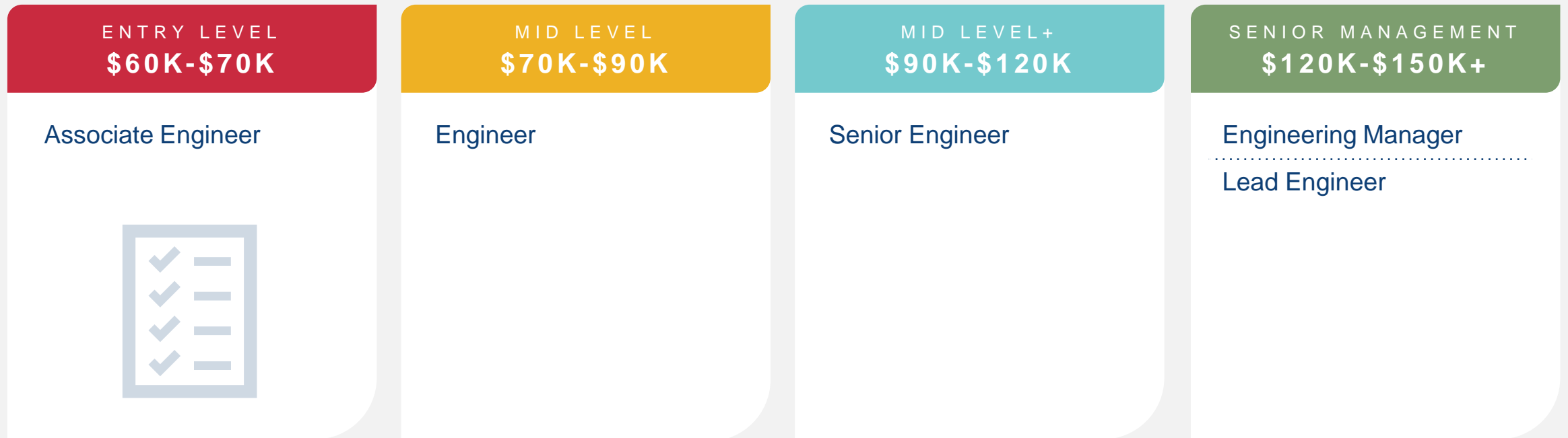
Salary: \$85K-110K+

Training: 4-year degree +, Internal Promotion, Experience, Industry Cert.

Fixed Wireless Engineering



Fixed Wireless Engineering *Career Pathway*



TRAINING AND EDUCATION PATHWAYS:



0-3 years. Community College. 4 year desired

- Community College certificate program required
- 4 years desired



3-5 years. 4-year degree or equivalent experience desired

- 4-year engineering degree
- Computer Science
- Electrical Engineer



5-9 years experience; BS degree or equivalent experience desired

- 4- year degree require
- MS desired
- Experience
- Internal Promotion



10+ years experience; BS/BA desired, MS desired

- 4-year degree required
- MS desired for technical track
- Internal Promotion
- Leadership Training

Associate Engineer:

Conduct all phases of wireless network assessments including planning, field work, writing reports, and consulting with clients' staff to remediate issues identified. Follow up with clients as necessary regarding deficiencies noted during network assessments. Make recommendations regarding how to build a robust fixed wireless access network. Provide support for fixed wireless system configurations and implementations. Develop and deliver training content for VPS staff and clients. Describe technical information to non-technical individuals. Continuously monitor industry fixed wireless network trends and technology advancements.

Salary: \$52K-65K

Training: Design Exp, Drafting Experience, Industry Credential, 2-year degree desired

Engineer:

The engineer (fixed wireless) support wireless outdoor testing/fixed wireless access testing. This person should have experience with testing 5 Ghz and 60 Ghz testing. A background and understanding of testing devices from wireless internal service providers is required. This person should understand networking, (NMS/EMS), and have lab testing experience.

Salary: \$70K-90K

Training: Field Exp, BICSI OSP Design course desired, In-house training, Internal Promotion, 2-year degree required

Senior Engineer:

The senior engineer (fixed wireless) support wireless outdoor testing/fixed wireless access testing. This person should have experience with testing 5 Ghz and 60 Ghz testing. A background and understanding of testing devices from wireless internal service providers is required. This person should understand networking, (NMS/EMS), and have lab testing experience. Manages teams, mentors and provides directions to new engineers.

Salary: \$90K-120K

Training: 4-year degree required, MS desired, Internal Promotion

Engineering Manager:

Serve as a Subject Matter Expert and lead the build, planning and implementation process for fixed wireless solutions. Methodically scope, troubleshoot, diagnose, and fix or escalate complex problems to the appropriate team. Utilize, interpret and translate network capacity tools and metrics into action plans to increase capacity as necessary. Fundamental knowledge in Wi-Fi and Wi-Fi related IEEE standards, protocol and service provider architectures. Communicates project expectations to engineering teams to ensure project specifications and quality is met.

Salary: \$120-150K+

Training: 4-year degree required, MS desired for technical track, Internal Promotion, Leadership Training

Lead Engineering:

Serve as a Subject Matter Expert and lead the build, planning and implementation process for fixed wireless solutions. Methodically scope, troubleshoot, diagnose, and fix or escalate complex problems to the appropriate team. Utilize, interpret and translate network capacity tools and metrics into action plans to increase capacity, as necessary. Fundamental knowledge in Wi-Fi and Wi-Fi related IEEE standards, protocol and service provider architectures. Supervises engineering teams to provide the best solution for customer.

Salary: \$120-150K+

Training: 4-year degree required, MS desired for technical track, Internal Promotion, Leadership Training

Structural/ Civil Engineer



Structural/Civil Engineer *Career Pathway*



TRAINING AND EDUCATION PATHWAYS:

- | | | | | | |
|--|---|---|--|--|--|
|  <p>No experience;
Technical in-house training</p> <ul style="list-style-type: none"> • Apprenticeship with education and experience • Licensure • Industry Cred |  <p>2+ years experience</p> <ul style="list-style-type: none"> • Apprenticeship • In-house training • Internal Promotion • Industry Credentials |  <p>3+ years experience;
Additional in-house training, training through experience</p> <ul style="list-style-type: none"> • Industry Credentials • Experiential learning • Professional Development |  <p>5+ years experience</p> <ul style="list-style-type: none"> • Community College degree program desired • Industry Credential • 2 years exp |  <p>8-10+ years experience;
BS/BA required</p> <ul style="list-style-type: none"> • 4-year degree desired • Professional Engineer |  <p>15+ years experience;
BS/BA required</p> <ul style="list-style-type: none"> • 4-year degree desired • Professional Engineer |
|--|---|---|--|--|--|

Project Designer:

The project designer will provide calculations and the checking of calculations. Preparation of specifications. Problem solving as it relates to all types of field Project Designer issues. Administrative and supervisory duties on projects of all sizes. Preparation and review of construction engineering estimates. Preparation of construction quantity estimates. Competency in conducting meetings with groups comprised of both internal and external personnel. Significant contact with vendor, clients, and all levels of divisional management.

Salary: \$40-50K

Survey Tech:

Candidate can expect to use all modern surveying equipment (robotic total station, GPS, LIDAR scanner, levels, drones, etc.). Seeking candidates with strong experience and skill set. Ability to become licensed is high valued. Performs work both in the field and in an office environment. Performs construction staking and topographic surveys. Creates as-built drawings from survey data, ensuring conformance to project specifications and tolerances. Maintain survey records, GPS, and CAD files. Provides monthly quantities via drone and survey data. Ability to read and interpret engineering plans and construction documents. Accommodate client and job site needs by responding to all inquiries in a timely and professional manner.

Salary: \$40-50K

Project Designer 1:

Serve as Structural Engineering Project Manager for water/wastewater design projects. Develop, perform and manage water/wastewater treatment structural design. Work would also include existing treatment plant structural evaluations. Provide technical assistance and mentor structural engineering design staff on water/wastewater projects. Work with design team across multiple offices and multiple disciplines to generate detailed water/wastewater design documents for construction plans. Develop and maintain high-value client relationships. Meet client deadlines and project budgets.

Salary: \$50-60K

Project Designer 2:

Serve as Structural Engineering Project Manager for water/wastewater design projects. Develop, perform and manage water/wastewater treatment structural design. Work would also include existing treatment plant structural evaluations. Provide technical assistance and mentor structural engineering design staff on water/wastewater projects. Work with design team across multiple offices and multiple disciplines to generate detailed water/wastewater design documents for construction plans. Develop and maintain high-value client relationships. Meet client deadlines and project budgets. Managing small groups of designer.

Salary: \$50-60K

Project Designer 3:

Serve as Structural Engineering Project Manager for water/wastewater design projects. Develop, perform and manage water/wastewater treatment structural design. Work would also include existing treatment plant structural evaluations. Provide technical assistance and mentor structural engineering design staff on water/wastewater projects. Work with design team across multiple offices and multiple disciplines to generate detailed water/wastewater design documents for construction plans. Develop and maintain high-value client relationships. Meet client deadlines and project budgets. Manage larger groups of designers and technicians.

Salary: \$50-60K

Project Engineer:

A Project Engineer, or Project Management Engineer, oversees planning and coordinating technical engineering initiatives to make sure they can complete a project within their budget and according to a schedule. Their duties include upholding project standards by researching compliance regulations, developing project implementation plans and adjusting specifications for elements of a project. Conduct regular meetings with clients to ensure clarification and meet specific requirements in a timely manner. Delegate tasks to team members according to their individual skill sets, experience and abilities to ensure efficient completion of the project. Maintain budgets and adjust according to needs as they arise. Track performance and analyze the completion of key goals. Document and report project progress to stakeholders and clients.

Salary: \$60-70K

Field Engineer:

Working knowledge on the operation of heavy equipment of various sizes and weights utilized in wireline operations. Successfully achieve and obtain any required training qualifications associated with the position. Take a role in the planning and preparation for assigned well site operations. Must oversee all pre-job load-outs, checks, and equipment readiness before dispatch to a location. May be required to run services including Cement Bond Logs, Gamma Ray Logs, Noise/Temp Logs, etc. based on current training and knowledge. Provide efficient operation of perforation and setting services related to all completion activities. Be a leader in enforcing and coaching of others in all government, company, and client policies and procedures. Perform and enforce all operations with the highest regard to the safety of all personnel and equipment. Help in identifying and mentoring all employees in regard to any issues, how to address immediately and report to the appropriate departments on time. Stay updated on any company changes and verify they are being implemented in the field.

Salary: \$60-70K

Team Lead:

Solve structural engineering problems on complex ship design projects. Develop technical specifications, analysis reports, calculations, briefings, status reports and test procedures. Perform technical analyses using US Navy specifications, Design Data Sheets, Technical Manuals, and commercial rules. Interact with government and industry personnel. Provide technical guidance to less experienced engineers. Technical Lead on small projects. Perform quality assurance reviews of products including calculations, models, drawings and reports.

Salary: \$60-70K

Project Manager:

Assist in the solicitation of proposals and selection of specialty contractors. Timely and accurate interpretation of design documents. Research and recommend solutions to design document issues, including conflicts, interferences, errors/omissions. Preparation of change requests to resolve design issues for approval. Monitor field contract work to ensure compliance with procedures, specifications and codes. Attend and actively manage the project coordination and owner/contractor/architect/engineer meetings as requested or required. Maintain all onsite construction documents including plans, specifications, shop drawings, as-built drawings and associated revisions. Set up and maintain all jobsite records including project directory, submittal logs, RFI logs, subcontractor files/correspondence, etc. Review and preparation of all RFIs, Submittals, Shop Drawings and close out documents for accuracy and completeness; circulate as needed and track. Coordinate and obtain periodic job-related photographs for records. Perform additional duties and assignments as assumed or directed by management.

Salary: \$80-105K

Design Manager:

Direct and/or participate in the design of custom industrial equipment including 3D CAD, drafting, engineering reviews, work order preparation, and procurement. Act as a key player in development of industrial equipment such as heat exchangers, pressure vessels, material conveyance (drag chains/augers), pumping systems, motors and gearboxes, structural weldments, and more. Perform basic hand calculations relevant to the design task, including but not limited to 1D heat transfer, mass and energy balance, stress analysis, pressure drop in a pipe, etc. Learn new skills quickly and take complete ownership of assigned tasks. Work directly with the customer and internal technical teams to ensure progress on all stages of project lifecycle. Participate in design, manufacturing, assembly, and commissioning support. Be responsible for ensuring materials are organized and ready for manufacturing, including carrying out purchasing activities. Prioritize duties and responsibilities in order to fulfill objectives. Demonstrate the ability to work individually and within a multidisciplinary team, communicating and collaborating with technicians and engineers alike.

Salary: \$80-105K

Field Supervisor:

Reviewing plans, calculations, and specifications of wood, masonry, concrete, and steel residential, commercial, and industrial structures. Providing guidance as the technical advisor on structural problems and code requirements. Responding to structural inquiries concerning ordinances and departmental policies to internal/external stakeholders. Reviewing the work of field personnel to maintain consistency in interpreting and enforcing code requirements. Assessing legal violations and taking appropriate actions for the situation. . Maintain all onsite construction documents including plans, specifications, shop drawings, as-built drawings and associated revisions. Set up and maintain all jobsite records including project directory, submittal logs, RFI logs, subcontractor files/correspondence, etc.

Salary: \$80-105K

Senior Manager:

Accountable for engineering activities on the assigned project such as: schedule development & updates, design safety, planning & tracking project design reviews, design optimization, On Time Delivery, risk management, and quality control/quality assurance. Direct the efforts of engineers and designers, coordinating with sourcing and the project team on technical matters to meet project specifications, cost control, and schedule objectives. Interface with internal and external team members such as the Project Engineering Director, discipline PEM's, Designers, CAD Operators, Project Managers, and support organizations. Responsible for the power single line drawing, plan and elevation drawings, general substation arrangement and layout, construction details, and layouts for high voltage bus, cable, high voltage equipment, conduit, cable, and wiring, grounding, and control buildings. Must oversee if not self-perform related studies and calculations as well as development of the bills of material. Manage a combined project BOM & MDL from multiple sources, writing and/or reviewing High Voltage equipment technical specifications, supporting sourcing for vendor quotations and reviews. Single point of contact for technical issues for the customer and project manager.

Salary: \$105-150K

Program Manager:

Manage cross-functional program design projects covering a range of technical domains (electrical engineering, mechanical engineering, data center construction, network, hardware systems, capacity management, etc.) through to completion. Drive complex problem statement development and create milestone schedules that end in decisions and implementation. Interface with Engineering, Facilities, Electrical/Mechanical Engineers, Construction, Network, Cabling, Security and business owners for project requirements and scope. Provide hands-on program management during analysis, design, development, and testing phases. Digest technical drawings, questioning the inputs of the engineers across multiple highly technical engineering departments and helping to bring all of it together into a cohesive executable package. Manage dependencies and handoffs effectively and optimize schedules accordingly. Drive internal process improvements across multiple teams and functions. Conduct business process re-engineering reviews to innovate on business processes and define ways to improve their efficiency and effectiveness. Drive continual improvement of productivity.

Salary: \$105-150K

Ownership:

Owner, master subject matter expert that runs all daily functions.

Salary: \$150K+

VP of Engineering:

Work with product, design, and internal stakeholders to bring new functionality and products to market. Collaborate with the SVP of Product and the VP of Software Architecture to develop short- and long-term technology strategies to move the business forward, keeping our members at the center of all we do. Establish and align on goals for the Engineering team that align with overall company goals, vision, and strategy. Manage 4 - 8 direct reports, including mentoring, identifying skills gaps, providing growth opportunities for members of the team. Create and implement processes to help identify, attract, and retain top talent. Build credibility with engineers, lead technical reviews and discussions, ensure best practices are developed and enforced, and advocate for the needs of the engineers. Benchmark industry best practices, streamline processes, and deploy new tools and technology to bring products to market quickly and efficiently.

Salary: \$150K+

President of Engineering:

Determining priorities and executing on goals for continuous improvement of engineering processes. Management of development contracts such as government grants, new part validation and qualification, or R&D projects. Management of new capital equipment builds including budgeting, vendor selection, engineering validation, assembly, commissioning, etc. Working with key external suppliers or engineering resources. Performing design reviews, providing engineering advice to team. Collaborating with the CEO to set a roadmap for technical improvements. Working with VP of Operations on scheduling, resource allocation, and budgets. Management of the engineering team at Voxel including various HR responsibilities.

Salary: \$150K+

Construction Project Management



Construction Project Management *Career Pathway*



TRAINING AND EDUCATION PATHWAYS:



**5-7 years experience;
PMP Training**

- 5-7 years OJT
- 1 year PM training
- Completion of Apprenticeship Program



**5-7 years experience;
Associates degree;
certificate: 2-year degree**

- 5-7 years of OJT
- 1 year + In-house training
- Associates Degree
- Community College certificate program
- Certificate Program



**10 years experience;
PMP certification; Associates
degree or 4-year degree**

- 10 years OJT
- Community College degree program
- PMP Certification
- 2- or 4-year degree



**15+ years experience;
BS/BA desired**

- 15 years OJT
- 4-year degree +
- Community College degree program
- PMP Certification
- 2- or 4-year degree

Construction Manager:

The construction manager will, Oversee various aspects of construction projects from planning to completion, Monitor construction schedules and update progress accordingly. Coordinate subcontractor and supplier activities and schedules in the field, Manage onsite construction to ensure compliance with applicable scope, construction specs, codes, and safety regulations. Coordinate and resolve RFIs between contractors and customers. Prepare and maintain job status reports. Manage the onsite relationship with the client and other project stakeholders. Create and maintain project documentation. Maintain effective relationships with customers, partners, suppliers, and subcontractors Requirements. Min 5 years in construction management experience.

Salary: \$70-85K

Senior Construction Manager:

The construction manager will, Oversee various aspects of construction projects from planning to completion, Monitor construction schedules and update progress accordingly. Coordinate subcontractor and supplier activities and schedules in the field, Manage onsite construction to ensure compliance with applicable scope, construction specs, codes, and safety regulations. Coordinate and resolve RFIs between contractors and customers. Prepare and maintain job status reports. Manage the onsite relationship with the client and other project stakeholders. Create and maintain project documentation. Maintain effective relationships with customers, partners, suppliers, and subcontractors Requirements. Min 5 years in construction management experience. The senior construction manager will supervise teams.

Salary: \$80-95K

Project Coordinator:

Scheduling and interacting with sub-contractors to meet production deadlines. Negotiating pricing with vendors. Recruitment and negotiation with new sub-contractors. Interacting with inspectors and jurisdictions. Coordination of material deliveries. Communication with customers. Demonstrated planning skills and be able to effectively schedule tasks, meet deadlines. Act decisively, be flexible, and effectively manage multiple tasks simultaneously in a fast-paced environment. Able to read blueprints. Computer literate, fluent in MS Office and Adobe Acrobat. Minimum two years construction administration experience working in a fast-paced environment or equivalent education. Must demonstrate assertive and attentive communication skills, both written and verbal.

Salary: \$80-95K

Associate Project Manager:

Ensuring project completion within budget/schedule and in conformance with specifications. Monitor implementation of a comprehensive set of Energy Conservation Measures reviewing contracts and subcontracts and managing subcontractors. Monitoring project financials and reporting to the Project Manager. Developing and maintaining design schedules for approval. Resolving field-initiated questions with the technical design team. Participating and attending design review meetings and recording meeting minutes and tracking action items. Coordinating the development of project deliverables with all parties involved. Participating in building and maintaining a positive client relationship. Ensure subcontractor compliance with safety standards, codes, regulations.

Salary: \$80-95K

Junior Project Manager:

Align the project schedule with contract requirements. Understanding the value of the project. Work with Sales and Program Manager to review and agree to a meeting structure with the customer. Manage stakeholder expectations with the Program Manager. Review the contract requirements and project scope to achieve project objectives. Support project risk management including planning, identification, analysis, response planning and controlling. Manage and resolve issues with the necessary internal and external partners. Enforce project change management process. Coordinate with the project team to ensure on time delivery. Execute project communication protocols including periodic reporting. Follow the Siemens procurement processes. Support contract acceptance and final project handover to the customer. Assist the Project Manager to set up the project team. Deliver the project within the approved budget and at the agreed margin. Regularly review the performance and provide periodic realistic project revenue forecast. Working with the Program Manager and Project Controller to ensure accurate billing and revenue recognition for the project.

Salary: \$90-130K

Project Manager:

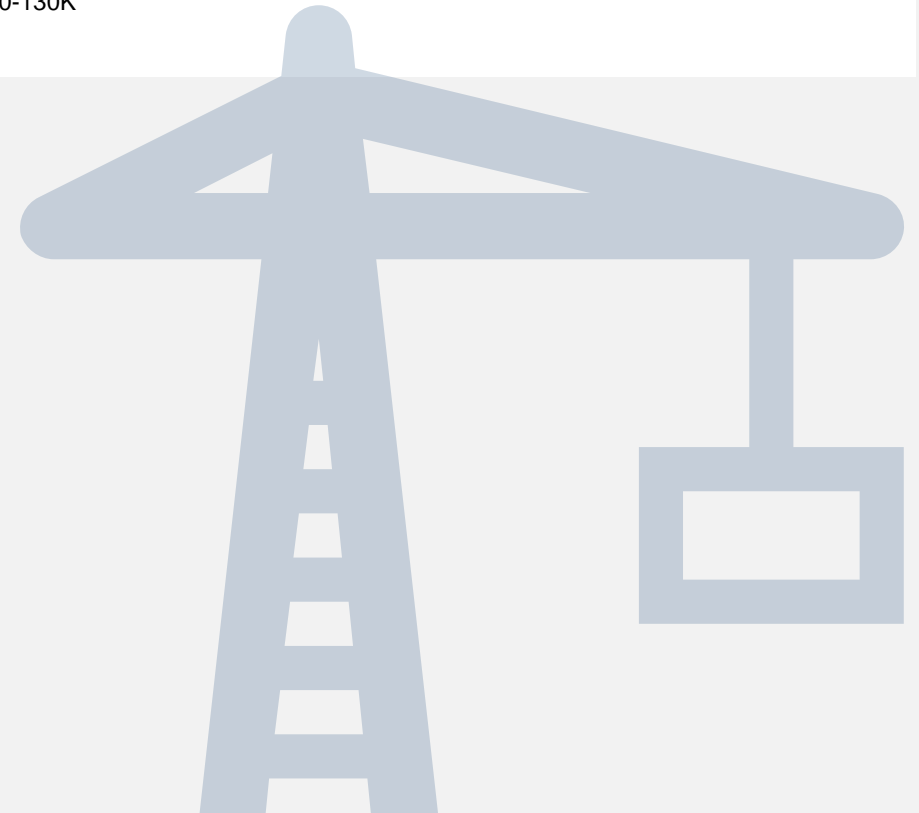
Assist in the solicitation of proposals and selection of specialty contractors. Timely and accurate interpretation of design documents. Research and recommend solutions to design document issues, including conflicts, interferences, errors /omissions. Preparation of change requests to resolve design issues for approval. Monitor field contract work to ensure compliance with procedures, specifications and codes. Attend and actively manage the project coordination and owner/contractor /architect/engineer meetings as requested or required. Maintain all onsite construction documents including plans, specifications, shop drawings, as-built drawings and associated revisions. Set up and maintain all jobsite records including project directory, submittal logs, RFI logs, subcontractor files/correspondence, etc. Review and preparation of all RFIs, Submittals, Shop Drawings and close out documents for accuracy and completeness; circulate as needed and track. Coordinate and obtain periodic job-related photographs for records. Perform additional duties and assignments as assumed or directed by management.

Salary: \$90-130K

Senior Project Manager:

Assist in the solicitation of proposals and selection of specialty contractors. Timely and accurate interpretation of design documents. Research and recommend solutions to design document issues, including conflicts, interferences, errors /omissions. Preparation of change requests to resolve design issues for approval. Monitor field contract work to ensure compliance with procedures, specifications and codes. Attend and actively manage the project coordination and owner/contractor/architect/engineer meetings as requested or required. Maintain all onsite construction documents including plans, specifications, shop drawings, as-built drawings and associated revisions. Set up and maintain all jobsite records including project directory, submittal logs, RFI logs, subcontractor files/correspondence, etc. Review and preparation of all RFIs, Submittals, Shop Drawings and close out documents for accuracy and completeness; circulate as needed and track. Coordinate and obtain periodic job-related photographs for records. Manage Project Coordinators and Project Managers.

Salary: \$90-130K



Regional Director:

Responsible for meeting and coordinating with consultants and subcontractors and establishing timelines for construction documents. Be assertive enough to set clear goals but remain approachable enough for workers to alert them should problems occur. Must be adaptable in approach to work in the event setbacks happen and problems arise throughout a project. Manage the construction/design deliverables in accordance with construction requirements and Client's expectations. Review, coordinate and monitor all construction/design matters between the key players (subs, consultants, design team, client) to ensure 100% accuracy of completed project. Manage the review of key milestone deliverables for completion in relation to quality of construction/design, implementation and coordination of design changes including Quality Assurance in accordance with the design consultants' contracted scope of services; Review and recommend the requirements for control samples and coordinate these with the Design Team, the Client and the Contractor; Review and manage all construction/design related queries to an amicable resolution; Manage, coordinate and control all meetings during the design and construction phases.

Salary: \$130-175K

Director of Operations:

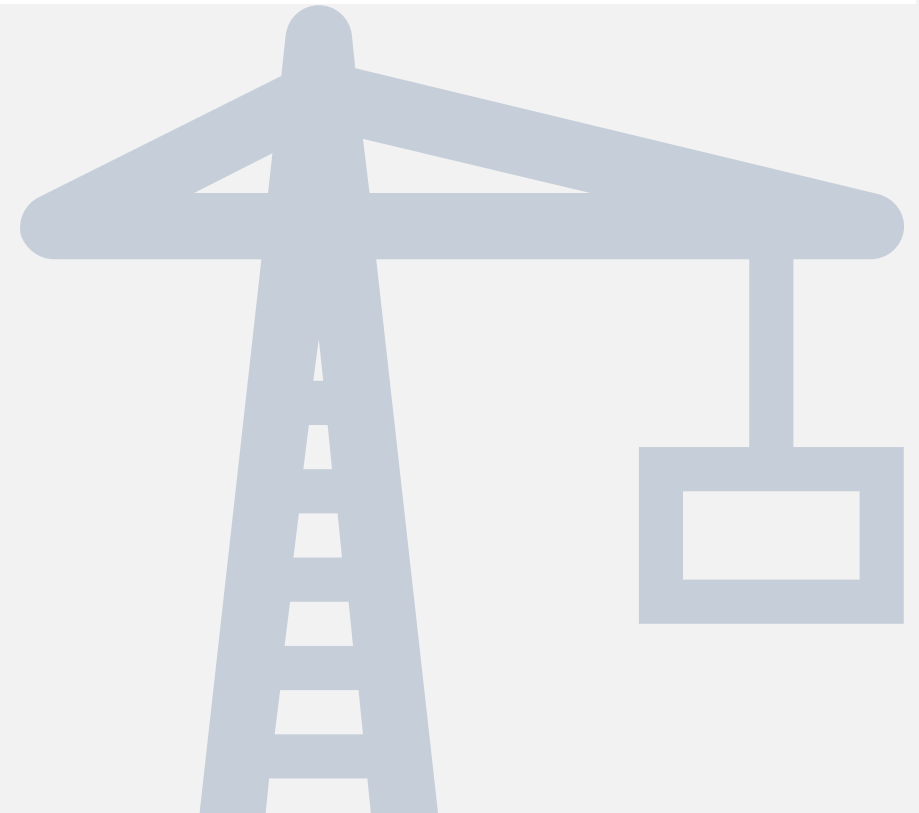
Create and maintain a safe, positive, energetic, forward-thinking atmosphere where people can do their best, grow and get satisfaction out of their work. Recommend additions or revisions to existing policies and procedures when warranted to address the division's unique situation or when it will result in a companywide improvement. Develop and implement a vision, business plan, and budget for the future direction of the division, with support from senior leadership. Conduct financial analyses and present findings and budgets to LOB leaders and Executive Team. Explore and implement new technology, materials, and methods. Develop, facilitate, and implement appropriate training for division personnel. Support our Storm Response function. Maintain vendor relationships, establishing and reviewing pricing from existing vendors and contracts. Oversee all Operational Centers including the procurement, set-up, and maintenance of each property. Monitor and manage utilization of resources and equipment allocated to the division.

Salary: \$130-175K

VP of Operations:

Build and manage a high-performing Engineering, Construction, and O&M team to support our growth objectives. Lead the construction agenda for all solar projects with an emphasis on budgets, schedules, and bidding strategies. Execute EPC contracts and meet annual COD targets. Establish, implement, and enhance EPC procedures for 5-100 MW solar and solar + storage facilities. Serve as the primary point of contact for all project-related vendors, including subcontractors. Negotiate EPC warranty contracts that meet each plant's long-term financial objectives. Ensure optimal efficiency and maximum generation availability of the company's current and future solar plants. Effectively manage the day-to-day operations of our solar plants. Establish, implement, and enhance key processes to promote transparency with operational decisions and activities.

Salary: \$130-175K



Surveyor



Surveyor Career Pathway



TRAINING AND EDUCATION PATHWAYS:



No experience needed

- No experience necessary
- High School
- GED



1+ years experience

- OJT
- 1 year+ in-house training



2+ years experience

- OJT
- Land Survey Certification



4+ years experience, bachelor, licensure

- 4-year degree- Math and Advanced
- Field Experience
- Licensure
- Apprenticeship
- Certification



4+ years experience, bachelor, licensure

- 4-year degree- Math and Advanced
- Field Experience
- Licensure
- Apprenticeship
- Certification

Rodman/Instrument Person:

Responsibility for all instruments and supporting equipment including, but not limited to, transits, levels, and E.D.M tripods, and the E.D.M. support box, and radios. Technical knowledge and competence in the use of survey equipment such as the data collector, the robotic instrument, the Theodolite, and the level along with the daily dumping of the data collector are required. A rodman can follow the instructions of the Party Chief in obtaining staking data. Along with the ability to read and understand staking sheets, boundary surveys, construction plans, cut sheets, level notes, and bench runs.

Salary: \$40K-50K

Instrument Person (IMAN):

The IMAN shall be able to work independently and in a team environment, manage multiple, simultaneous surveying projects with minimal errors. As an IMAN, front-line responsibility for coordination between professional and support staff and quality control. The candidate is responsible for ensuring all work is completed in accordance with current standards of practice for surveying, such as ALTA, Land Surveyors Act minimum standards of practice, National Map Accuracy Standards, Standards and Specification for Geodetic Control, etc. The candidate will be responsible to review existing condition surveys on-site prior to completion for thoroughness and accuracy.

Salary: \$50K-60K

Crew Chief:

The Crew Chief coordinates the daily activities of their team to maximize efficiency, safety and quality of daily assignments. Extensive knowledge of all common surveying instruments and techniques and leadership skills are essential to assist with the training and development of lesser experienced members of the team. This position can be field, or office based, depending on the specific needs of the project and workload balance, and will work closely with project surveyors and other staff to ensure every project is performed to the highest level of quality and reliability. Responsibilities include a combination of the following, but are not limited to, field work and office work.

Salary: \$60K-80K

Licensed Land Surveyor:

Collaborate with senior staff in scheduling, coordinating and completing survey work. Maintain records, prepare survey documents, drawings, and reports. Provide guidance to less experienced team members. Supervise team and personally conduct steps necessary to complete survey both in the field and office including, but not limited to: research, clear brush, drive stakes; prepare sketches, survey documents, drawings, notes, and reports; and maintain records. Supervise and use survey equipment and software to gather and compute data with precision and accuracy. Analyze survey data and make professional decisions to complete survey work. Certify survey documents.

Salary: \$80K-110K+

Associate Director of Land Surveying:

Professional Surveyors and Mappers License required. Ten years of professional experience conducting land surveys, including Five years as a manager. Knowledge of the policies, procedures, and local, State and Federal regulations. Thorough knowledge of mathematics, mathematical tables, and computations applicable to the work. Thorough knowledge of principles, practices, and materials used in survey work. Thorough knowledge of surveying instruments and equipment and their use and care. Thorough knowledge of training and supervisory techniques. Thorough knowledge of equal employment practices. Ability to instruct, direct, and evaluate employees.

Salary: \$80-110K+

Director of Land Surveying:

10 years of survey management experience as a PS or PLS in the States of work. Excellent communication and leadership skills. Mentors Team Leaders, establishes goals and tracks performance. Ability to work autonomously and develop and support multiple Survey Teams. Ability to travel and visit offices in Arkansas & 25% of the time. Thorough knowledge of training and supervisory techniques. Thorough knowledge of equal employment practices. Ability to instruct, direct, and evaluate employees.

Salary: \$110K+

Owner:

Owner of survey organization. Runs all functions from hiring to running day to day operation.

Salary: \$110K+



Customer Service Representative



Customer Service Representative *Career Pathway*



TRAINING AND EDUCATION PATHWAYS:



HSD, no experience required/desired exp

- In-house training
- Sales Training
- Customer Service Training



HSD required, Prior call center experience, 1-2 years exp

- In-house training
- Sales Training
- Customer Service Training
- Basic Management Training



HSD required, BA/BS preferred, 3-4 years call center experience desired

- Past Performance
- Internal Promotional
- Manger Training
- Basic Analytics



5+ years management experience desired, BA/BS desired

- Internal Promotion
- Leadership Skills
- Robust analytical skills
- Budgeting
- Presentation skills



10+ years experience, BA/BS desired

- Internal Promotion
- Advanced Leadership Skills
- Project management skills
- Budget oversight
- Strategic Planning
- Stakeholder Management

Customer Service Representative:

CSR will be troubleshooting issues in hardware, software, applications, networks, or devices and answering customer tech questions. Because here, better matters. Your responsibilities will include, but are not limited to: Answering incoming calls from customers with order inquiry and/or trouble reports, Providing customers with service support for Voice, Data, and Video services and features within the fiber and/or copper network, Performing analysis and isolation of trouble conditions and creating and sorting trouble reports. Utilizing knowledge of communication and networking components to provide customers with service support and configuration of customer equipment. Communicating clearly and professionally, delivering technical/industry information in a manner appropriate to the audience.

Salary: \$36-46K

Training: HSD

Customer Services Sales Representative:

Selling voice and internet services to businesses that currently use another provider/competitor. Conduct a needs analysis and uncover areas where our product can assist their business. Create a strong, consultative relationship with decision-makers and influencers. Contact customers to establish needs and qualify for right-fit criteria.

Salary: \$36-46K

Training: HSD, Experience

Customer Service Sales Lead/Supervisor :

A Call Center Supervisor is a professional charged with training and motivating their team of Call Center Representatives as they answer questions, handle complaints, and provide support for clients. They also assist in hiring new employees while monitoring their team's success on an ongoing basis.

Salary: \$50-60K

Training: HSD, Experience

Call Center Manager:

Call Center Managers work in call centers, making sure their employees resolve issues and improve customer satisfaction. They typically interview qualified candidates for Call Center Representative positions and train them on making and receiving customer calls.

Salary: \$70-90K

Training: HSD, Experience

Director of Call Operations:

Identify development/training needs for the department and address through formal training, coaching, etc. Continuous improvement of call intake, assessment, admission process, and customer service. Work collaboratively with other areas of the organization to ensure clear communication and good case management. Ensure the efficient and strategic use of call center employees, which includes work allocation, resolution of clinical and administrative problems; and evaluate performance and make recommendations for personnel actions. Responsible for hiring, orientation, payroll and performance management of call center staff. Develop, implement and evaluate quality improvement activities, based on department indicators including the use of CRM data, auditing and monitoring calls of admissions staff etc.

Salary: \$100K+

Training: 4-year degree, Internal Promotion, Experience

Director of Sales and Customer Experience:

Provide strong leadership, mentorship, and guidance to the team responsible for customer support and sales enablement. Cultivate and sustain a high-performance work culture within the department. Recruit, train, and nurture the skills of the customer support and sales support personnel to ensure exceptional service delivery. Develop and execute a comprehensive customer service strategy that aligns with the company's objectives and values. Implement and uphold standards, policies, and operational procedures for customer service. Continuously monitor industry trends and customer feedback to adapt and refine the strategy. Collaborate with various departments to enhance the overall customer experience. Establish and monitor key performance indicators (KPIs) for the customer service department. Create and implement training and development programs to enhance the team's customer service skills.

Salary: \$100K+

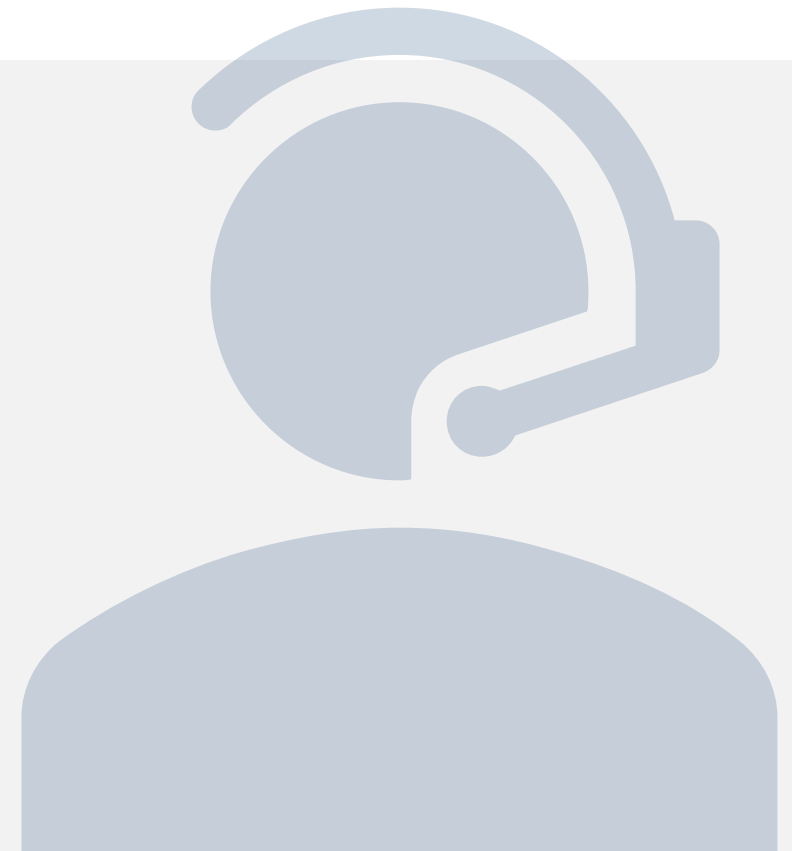
Training: 4-year degree, Internal Promotion, Experience

VP of Call Operations:

Provides strategic oversight for training, professional development, quality, and operational oversight for staff. Leads a team of managers to successfully deliver high quality, customer-focused, cost effective and efficient service to eligible customers. Consistently monitors staffing and workforce management performance, forecasting when staffing levels are insufficient or in surplus of average inbound volume demands. Promotes accountability and teamwork through leadership and strong communication amongst peers, subordinates and across the call center organization. Designs and prepares dispatch call center performance reports by collecting, analyzing, and summarizing data and trends.

Salary: \$150K+

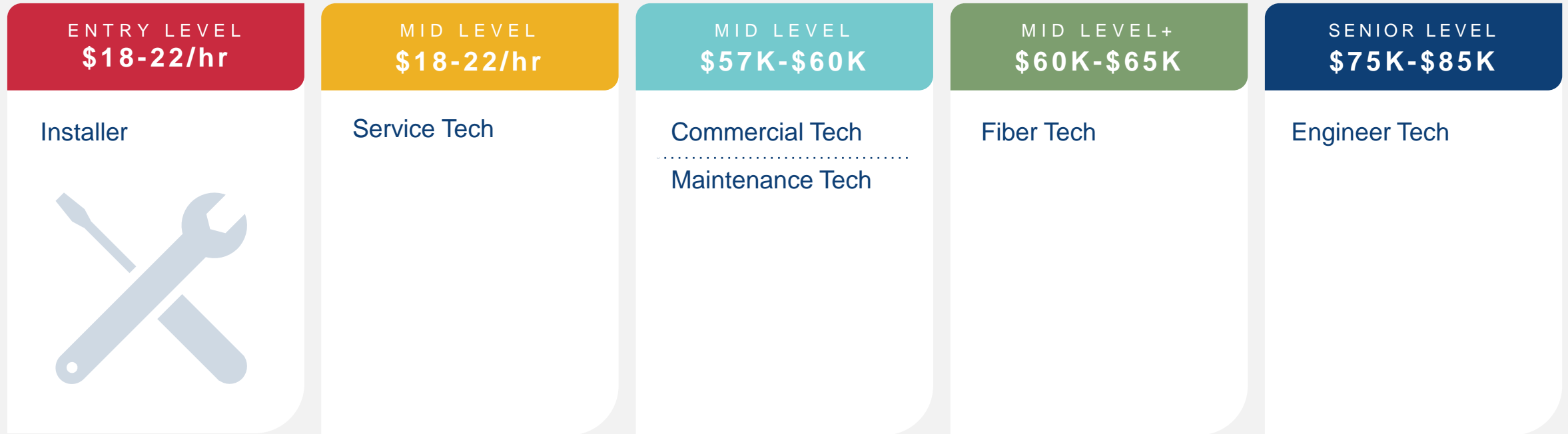
Training: 4-year degree, Internal Promotion, Credential, Experience



Engineering Technician



Engineering Technician *Career Pathway*



TRAINING AND EDUCATION PATHWAYS:



HSD, No experience needed

- Service Tech Onboarding Program (New Hire)
- Understanding Cable Technology (SCTE)**
- Safety Skills



HSD, 1-3 years of experience

- Broadband Premises Installation Fundamentals (SCTE)**
- Safety Skills



3-5 years experience desired

- Ethernet Transport Essentials
- Understanding Network Technology
- Voice Over Internet Protocol Specialist
- Safety Skills
- Broadband Distribution Specialist
- Return Path
- IPTV
- Safety Skills



5-7 years management experience desired

- Basic Fiber Optics via FiberU by FOA
- Outside Plant Fiber Optics via FiberU by FOA
- Fiber Optic Testing via FiberU by FOA
- Construction Engineering Professional



7+ years management experience desired, BA/BS required

- Construction Engineering Professional
- Experience
- Bachelors' degree required

Installer:

Under limited supervision, perform cable television installations, disconnects and services changes for residential and business customers. Essential Duties and Responsibilities include the following. Other duties may be assigned. Pulls cables, such as coaxial, twin ax, twisted pair, optical fiber and other cable types, through conduit, above ceilings and between floors. Installs modular connectors for data and telephone users. Terminates RF signals. Uses cable testing equipment to troubleshoot problems. Documentation of RF signals at different levels. Provides new users with cable and modular connections and relocates cable connections for existing users.

Salary: \$36-46K

Training: Industry Credential, Experience, Community College, 4-year degree

Commercial Technician:

Performing Hosted Voice service installations which includes working with internal sales and provisioning teams along with customer interactions for pre-qualification visits, site surveys, pre-installation, and installations. Install phones/devices, commercial fiber routers and other CPE. Coordinate with the Sales and Business Services teams to design and implement hosted phone changes and additions to ensure minimal disruption to existing customer systems. Troubleshoot and analyze IP voice and data issues as well as working scheduled maintenance activities during commercial equipment upgrades. Coordinate with the Advanced Services Group during current customer system interruptions and device troubles.

Salary: \$55-60K

Training: Industry Credential, Experience, Community College, 4-year degree

Service Technician:

Predominantly performs reactive maintenance required to restore the HFC/ FTTH network to performance specifications as related to customer impacting impairments and/or network outages. Installs, disconnects, and troubleshoots video, high-speed internet, telephony and automation services. As business needs dictate may perform some proactive maintenance required for the HFC network to operate within performance specifications. As business need and proficiency in role occurs, incumbent will apply knowledge and skills acquired through ongoing training in the areas of Automation, Network, and Fiber. Performs essential Core technician tasks: installation setup, testing and maintenance of all current and future products and services over an HFC/FTTH network.

Salary: \$36-46K

Training: Apprenticeship, In-house Training, Community College, and Certificate Program

Maintenance Technician:

Primarily responsible for preventative maintenance and repair of the hybrid fiber coax network (HFC), including all of its associated equipment in accordance with the company's Engineering Standards. Read and accurately interpret system/network design maps. Install and replace HFC physical plant network components such as coax, actives, passives, grounding systems, pedestals, riser guards, conduit etc., according to technical specifications. Identify and repair upstream and downstream ingress. Complete end of line network testing to meet technical specifications. Regularly test all HFC network components using test equipment including: signal level. Perform routine maintenance, troubleshoot and update records of standby power supplies according to technical specifications.

Salary: \$55-60K

Training: Industry Credential, Experience, Community College, 4-year degree

Fiber Technician:

This position will repair, maintain, test, proof or adjust as needed all fiber optic cables and related equipment in coordination with the construction team. Ensure maximum quality and peak performance and reliability of all fiber optic equipment. Respond to fiber damage events, perform splicing repairs of fiber optic cables, and report all information concerning damages.

Salary: \$60-65K

Training: 4-year degree, Internal Promotion, Experience

Engineering Tech:

Work with OSP Technician for node optimization and balancing of RF/light levels. Responsible for all Headend/Hub locations within region. Optical Transmitter and Receiver installation, connection and configuration. Scoping, cleaning and testing of fiber jumpers. Rack and stack of new equipment and associated cabling. Perform DC power and FAP connections for equipment within rack. Ability to terminate, test and validate various cables. IE: UTP, RF etc. Working knowledge of test equipment such as, Spectrum Analyzer, OSA, Optical Light Meter, OTDR, RF signal meter, and MPEG Analyzer. Assist the supervisor with work flow, training of new Technicians, and quality assurance.

Salary: \$75-85K

Training: 4-year degree, Internal Promotion, Credential, Experience



Field Technician


(Surveyor/Data Collection)




Field Technician (Surveyor/Data Collection) *Career Pathway*



TRAINING AND EDUCATION PATHWAYS:

 **No min education requirement, No experience needed**


- In-house training
- Basic Safety Training

 **No experience needed; past performance based**

- In-house training
- Safety Training, High Voltage desired

 **1-2 years experience desired**

- Past Performance
- Internal Promotional
- Safety Training, required
- Field Experience Required

 **1-2+ years management experience desired**

- Internal Promotion
- Industry Certifications
- Leadership Skills
- Field Experience Required

 **1-2+ years management experience desired, leadership role desired**

- Internal Promotion
- Industry Certifications
- Leadership Skills
- Field Experience Required
- Project Management Exp desired
- Advanced Soft skills

Field Technician:

Capturing data such as pole height, condition, location, attachment details, and equipment inventory. Post collection, the data is verified using advanced algorithms to ensure accuracy and reliability. Pole audits encompass a detailed examination of the utility poles' physical condition, load capacity, and compliance with safety regulations. Assess the poles for any signs of decay, damage, or overloading, providing a comprehensive report with our findings and recommendations.

Salary: \$70+ performance-based

Training: HSD/GED

Field Engineer:

Digitally perform audits of existing telecommunication and electrical distribution activities. Select and interpret data, on a map-based platform. Analyze field photography and translate field measurements across softwares. Accurately identify and record telecommunications and electrical equipment and structures. Execute and plan daily goals while meeting quality, time, and budget constraints. Collaborate with others (project managers, other engineers, clients, technicians, and administration) to learn how to devise the best infrastructure solutions.

Salary: \$95K-110K

Training: Apprenticeship, In-house Training, Community College, and Certificate Program

Crew Chief:

The Crew Chief coordinates the daily activities of their team to maximize efficiency, safety and quality of daily assignments. Extensive knowledge of all common surveying instruments and techniques and leadership skills are essential to assist with the training and development of lesser experienced members of the team. This position can be field or office based, depending on the specific needs of the project and workload balance, and will work closely with project surveyors and other staff to ensure every project is performed to the highest level of quality and reliability. Responsibilities include a combination of the following, but are not limited to, field work and office work.

Salary: \$70-140K

Training: Industry Credential, Experience, Community College, 4-year degree

Fielding Manager:

Skillfully communicate to establish and maintain positive and productive working relationships and drive projects to completion. Actively engage with internal partners to ensure timelines and cost/expense thresholds are met. Perform administrative work relating to projects and assignments. Identify pole ownership, right of way and permit requirements. Identify and communicate issues and assist with resolutions. Follow best-practice project planning and status reporting standards per established processes. Minimize errors and inefficiencies. Prepare project and program statistics and reports.

Salary: \$100K+

Training: Industry Credential, Experience, Community College, 4-year degree

Ownership:

Owns and operates pole replacement company.

Salary: \$100K+

Training: Industry Credential, Experience, Community College, 4-year degree

Ownership:

Owns and operates pole replacement company.

Salary: \$100K+

Training: Industry Credential, Experience, Community College, 4-year degree

VP of Fielding:

Oversee that completed works meets quality and engineering standards. Communicate requirements and specifications to the Construction Manager and Construction staff, when necessary and desired, and assist with any questions related to the technology, equipment, and design requirements. Review and approve all market agreements, permit and authorization compliance, contractor invoices and others, as applicable. Maintain day-to-day communication.

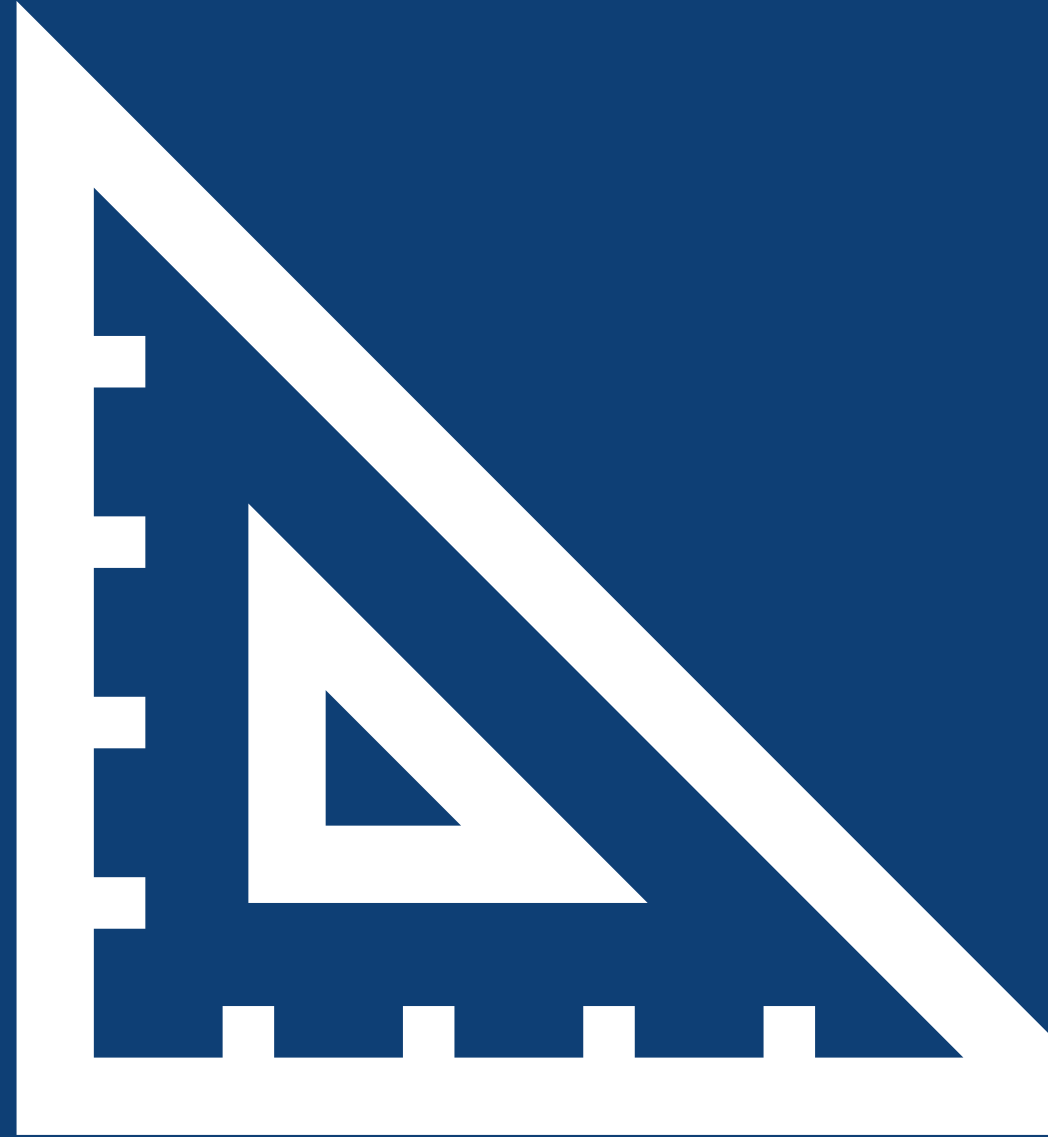
Salary: \$120K+

Training: Industry Credential, Experience, Community College, 4-year degree



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Data Center Technician



Data Center Telecom Technicians *Career Pathway*



TRAINING AND EDUCATION PATHWAYS:



HS GED Required
Bach preferred
Related Dis Required
1-2 years

- Safety Training
- On the Job Training
- Industry Credential



HS GED Required
Bach preferred
Related Dis Required
2-3 years

- Safety Training
- On the Job Training



HS GED Required
Bach preferred
Related Dis Required
3-4 years

- Safety Training
- On the Job Training
- Prior Military or Trade Exp.



HS GED Required
Bach preferred
Related Dis Required
4-5 years

- Bach preferred
- Safety Training
- On the Job Training
- Hyperscale, Colocation, Enterprise Exp



HS GED Required
Bach highly preferred
Related Dis Required
5-7 years

- Bach preferred
- Safety Training
- On the Job Training
- Hyperscale, Colocation, Enterprise Exp
- People and Project Management

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Critical Infrastructure Tech I:

As a Critical Infrastructure Data Center Tech I, you will be at the forefront of ensuring the seamless operation and security of our data center facilities, which are integral to critical infrastructure. Your responsibilities will encompass the installation, maintenance, and troubleshooting of data center hardware, including servers, storage systems, and networking equipment. You will play a key role in monitoring environmental conditions, power distribution, and backup systems to guarantee optimal performance and reliability. Collaborating with cross-functional teams, you will assist in the implementation of security protocols, conduct routine inspections, and contribute to disaster recovery planning. Your expertise in data center technologies, including virtualization and cloud services, will be essential in supporting the scalability and efficiency of critical infrastructure operations.

Salary: \$
Training:

Critical Infrastructure Tech II:

As a Critical Infrastructure Data Center Tech II, you will take on an advanced role in overseeing the operational excellence and security of our critical infrastructure data center facilities. Building on your experience, you will be responsible for the installation, configuration, and maintenance of complex data center hardware, including servers, storage arrays, and networking infrastructure. Your role will extend to managing and optimizing data center environments, ensuring high availability and reliability. Collaborating closely with cross-functional teams, you will actively contribute to the development and enforcement of security protocols, conduct in-depth system analyses, and lead initiatives for continuous improvement. Your expertise in advanced data center technologies, virtualization, and cloud services will be instrumental in shaping the scalability and efficiency of critical infrastructure operations.

Salary: \$
Training:

Critical Infrastructure Tech III :

Critical Infrastructure Tech III, specializing in data centers, in this role, you will be responsible for ensuring the optimal performance, reliability, and security of our critical infrastructure systems within the data center environment. Your primary duties will include monitoring and maintaining the integrity of power distribution systems, HVAC systems, and other essential infrastructure components. You will play a key role in troubleshooting and resolving technical issues, conducting preventive maintenance, and collaborating with cross-functional teams to implement improvements. The ideal candidate will possess in-depth knowledge of data center operations, a strong understanding of critical infrastructure technologies, and the ability to work efficiently in a fast-paced and dynamic environment.

Salary: \$
Training:

Assistant Critical Operations Manager:

Assistant Critical Operations Managers will work closely with the Critical Infrastructure Manager to oversee and manage the robust functioning of our organization's essential systems, with a focus on data center operations. Your responsibilities will include assisting in the development and implementation of strategic plans for critical infrastructure, coordinating maintenance activities, and ensuring compliance with industry standards and regulations. The role also involves collaborating with cross-functional teams to optimize the performance and reliability of power distribution, HVAC, and other key components within our data centers. The ideal candidate will bring a strong background in critical infrastructure management, excellent organizational and communication skills, and the ability to thrive in a dynamic and challenging environment.

Salary: \$
Training:

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Critical Operations Manager:

As the leader of our critical infrastructure team, you will be instrumental in overseeing the design, implementation, and maintenance of the essential systems that underpin our operations, with a particular focus on data centers.

Responsibilities include developing and executing comprehensive strategies for critical infrastructure, ensuring the reliability and efficiency of power distribution, HVAC, and other vital components within our data centers. You will play a pivotal role in managing the team, conducting risk assessments, and implementing best practices to maintain the highest standards of security and operational continuity.

The ideal candidate will have a proven track record in critical infrastructure management, a deep understanding of industry standards, and the ability to lead and inspire a team in a fast-paced environment.

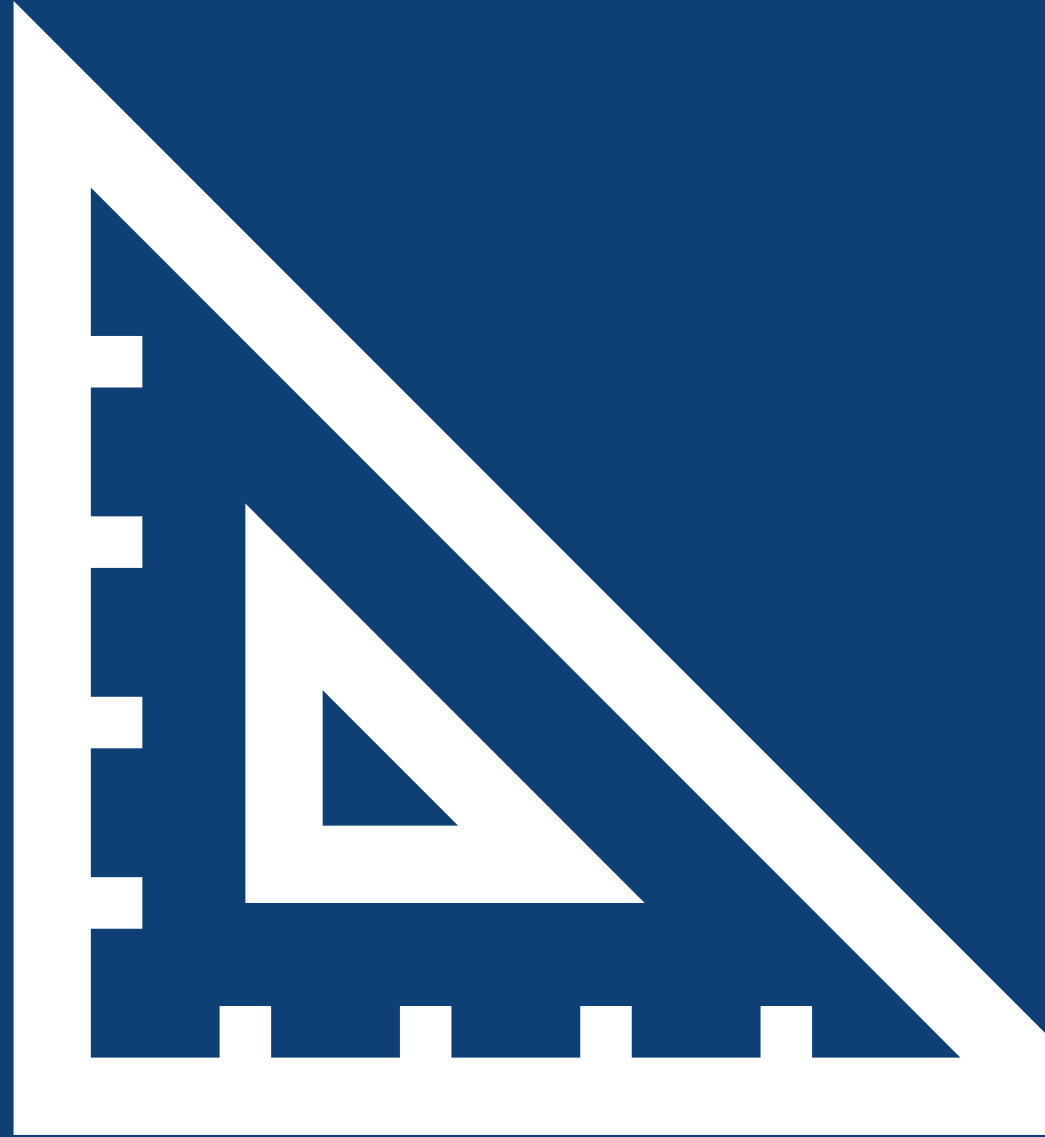
Salary:

Training:



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Data Center Engineer



Data Center Operating Engineer- *Career Pathway*



TRAINING AND EDUCATION PATHWAYS:



HS GED Required
Bach preferred
Related Dis Required
1-2 years

- Safety Training
- On the Job Training
- Industry Credential



HS GED Required
Bach preferred
Related Dis Required
2-3 years

- Safety Training
- On the Job Training



HS GED Required
Bach preferred
Related Dis Required
3-4 years

- Safety Training
- On the Job Training



HS GED Required
Bach preferred
Related Dis Required
4-5 years

- Bach preferred
- Safety Training
- On the Job Training
- Hyperscale, Colocation, Enterprise Exp



HS GED Required
Bach highly preferred
Related Dis Required
5-7 years

- Bach preferred
- Safety Training
- On the Job Training
- Hyperscale, Colocation, Enterprise Exp
- People and Project Management

Critical Facilities Engineer I:

As a Critical Facilities Engineer I, you will play a vital role in ensuring the reliability and efficiency of our critical infrastructure systems within data centers or mission-critical facilities. Your responsibilities will encompass monitoring and conducting routine maintenance on key components such as power distribution and HVAC systems. Collaborating with seasoned engineers, you'll be involved in troubleshooting technical issues and contributing to the development of standard operating procedures. Attention to detail is crucial as you maintain accurate records and documentation of maintenance activities. Additionally, your role will involve effective communication with cross-functional teams and participation in emergency response activities to uphold the continuous operation of critical facilities. This entry-level position provides an opportunity to build foundational skills in critical infrastructure management and sets the stage for future growth within the field.

Salary: \$ 38-42 hr

Training: HS Required

Bach preferred

Critical Facilities Engineer II:

As a Critical Facilities Engineer II, you will step into a more advanced role, building upon your foundational experience to take on increased responsibilities in the management of critical infrastructure within data centers or mission-critical facilities. Your duties will involve overseeing and implementing more complex maintenance tasks, troubleshooting advanced technical issues independently, and actively contributing to the refinement and optimization of operational procedures. Collaborating with cross-functional teams, you'll play a key role in designing and implementing improvements to enhance the reliability and performance of critical infrastructure systems. Effective communication skills are essential as you coordinate with team members and provide guidance to Critical Facilities Engineer I team members. Your role will also encompass a more significant involvement in emergency response activities, ensuring a swift and effective resolution to critical facility incidents. This position represents an opportunity for career growth and specialization within the critical infrastructure field.

Salary: \$ 42-45 hr

Training: HS Required

Bach preferred

Critical Facilities Engineer III :

As a Critical Facilities Engineer III, you will assume a leadership role, leveraging your extensive experience and expertise to oversee and enhance the performance of critical infrastructure systems within data centers or mission-critical facilities. Building on your previous roles, you will lead the implementation of advanced maintenance strategies, troubleshoot complex technical issues, and actively contribute to the strategic development of critical infrastructure initiatives. Your responsibilities will include collaborating with cross-functional teams, guiding and mentoring junior engineers, and driving the adoption of industry best practices. You will play a pivotal role in designing and executing projects aimed at optimizing the reliability, efficiency, and security of critical infrastructure. Effective communication skills are paramount as you interact with internal stakeholders and contribute to the continuous improvement of operational procedures. Additionally, you will lead emergency response efforts, ensuring the swift resolution of critical incidents and the preservation of uninterrupted facility operations.

Salary: \$ 45-47 hr

Training: HS Required

Bach preferred

Critical Facilities Assistant Manager:

As a Critical Facilities Assistant Manager, you will step into a key leadership position, working closely with the Critical Facilities Manager to oversee the comprehensive management of critical infrastructure within data centers or mission-critical facilities. Building upon your experience, you will play a pivotal role in coordinating and executing advanced maintenance strategies, troubleshooting complex technical issues, and actively contributing to the strategic planning and development of critical infrastructure initiatives. Collaborating with cross-functional teams, you will be responsible for guiding and mentoring junior engineers, ensuring adherence to industry best practices, and driving continuous improvement efforts. Effective communication skills are crucial as you interact with internal stakeholders, contribute to the development of operational procedures, and represent the critical facilities team in various forums. Your leadership extends to emergency response efforts, where you will lead the resolution of critical incidents, ensuring minimal disruption to facility operations. This role provides a significant opportunity for career advancement, allowing you to contribute your leadership and expertise to the overall success of our mission-critical operations.

Salary: \$ 57-61 hr

Training: HS Required

Bach preferred

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Lead Critical Facilities Assistant Manager:

As a Lead Critical Facilities Assistant Manager, will assume a senior leadership position, playing a central role in the oversight and enhancement of critical infrastructure within data centers or mission-critical facilities. Working closely with the Critical Facilities Manager, one will lead the implementation of advanced maintenance strategies, spearhead troubleshooting efforts for complex technical issues, and actively contribute to the strategic planning and development of critical infrastructure initiatives. Responsibilities include overseeing cross-functional teams, guiding and mentoring assistant managers and engineers, and ensuring the consistent application of industry best practices. Effective communication skills are paramount. Collaboration with internal stakeholders, contribute to the refinement of operational procedures, and represent the critical facilities team in high-level discussions. Leadership extends to emergency response efforts, where one will lead the resolution of critical incidents, ensuring the preservation of uninterrupted facility operations. This role represents a pinnacle in the career pathway, providing a platform to showcase leadership abilities and contribute significantly to the success of our mission-critical operations.

Salary: \$57-61

Training: Bach preferred

Critical Facilities Manager:

As the leader of the critical infrastructure team, this role is instrumental in overseeing the design, implementation, and maintenance of the essential systems that underpin our operations, with a particular focus on data centers. Responsibilities include developing and executing comprehensive strategies for critical infrastructure, ensuring the reliability and efficiency of power distribution, HVAC, and other vital components within our data centers. Critical Facilities Managers play a pivotal role in managing the team, conducting risk assessments, and implementing best practices to maintain the highest standards of security and operational continuity. The ideal candidate will have a proven track record in critical infrastructure management, a deep understanding of industry standards, and the ability to lead and inspire a team in a fast-paced environment.

Salary: \$155-170K

Training: Bach preferred, Expereince



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Directional Drill Operator




Directional Drill Operator *Career Pathway*



TRAINING AND EDUCATION PATHWAYS:

 No min education requirement, No experience needed

- In-house training
- Basic Safety Training
- Driver's License

 No experience needed; past performance based


- In-house training
- Safety Training
- Equipment Credentials
- CDL preferred

 2-3 years experience desired

- Past Performance
- Internal Promotional
- Safety Training
- Field Experience
- On the Job Training
- CDL preferred

 3-5+ years field leadership experience desired

- Internal Promotion
- Industry Certifications
- Leadership Skills
- Field Experience Required
- CDL preferred

 5+ years field leadership experience desired

- Internal Promotion
- Industry Certifications
- Leadership Skills
- Field Experience Required
- Supervision Experience
- CDL preferred
- Soft Skills

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Laborer:

In the role of a laborer, your daily tasks will involve a range of essential activities to support construction projects. This includes digging ditches or trenches, backfilling excavations, and meticulously compacting and leveling earth to meet grade specifications, utilizing tools such as picks and shovels. Your contribution will extend to assisting in the installation of pipes and risers, playing a key role in the foundational aspects of the project.

Salary: \$35,000-45,000

Training: No education or experience required.

Equipment Operator:

As an Equipment Operator Laborer in our telecom team, your responsibilities include operating heavy equipment such as backhoes, excavators, bulldozers, and trenchers for the excavation and backfilling of trenches essential for telecom installations. You will conduct pre-operation checks and routine maintenance to ensure the safe and efficient operation of equipment. Your role extends to assisting in the installation, repair, and maintenance of telecom infrastructure, encompassing tasks related to fiber optic cables, utility poles, and associated equipment. It is crucial to adhere to project specifications and safety guidelines to ensure accurate and incident-free work.

Salary: \$ 40K-50K

Training: In-house Training

Directional Drill Operator:

As a directional drill operator, you hold a pivotal role in the field of construction and infrastructure development. Your primary responsibility is to operate directional drilling equipment to create precise and accurate pathways for underground utilities, such as telecommunication and electrical cables. Utilizing advanced technology and equipment, you navigate the drill head to achieve the desired bore path, considering factors like soil conditions and project specifications. Your expertise is crucial in minimizing surface disruptions and environmental impact, as directional drilling allows for efficient installation without extensive excavation. In addition to operating the equipment, you are responsible for monitoring drilling parameters, troubleshooting technical issues, and ensuring the overall safety and efficiency of the drilling process.

Salary: \$ 50K-60K

Training: Industry Credential, Experience

Directional Drill Locator:

As a directional drill locator, your role is essential in the precision and success of underground infrastructure projects. Your primary responsibility involves using specialized equipment to accurately determine the location and depth of existing utilities and obstacles in the drilling path. By conducting thorough surveys and analyzing project plans, you play a crucial role in ensuring that the directional drill operator can navigate the drill head precisely to avoid potential conflicts and disruptions. Your expertise in interpreting utility maps, employing ground-penetrating radar, and utilizing other locating technologies is instrumental in preventing damage to existing infrastructure and optimizing the efficiency of the directional drilling process.

Salary: \$ 60K-70K

Training: Industry Credential, Experience

Directional Drill Operator:

As a directional drill operator, you hold a pivotal role in the field of construction and infrastructure development. Your primary responsibility is to operate directional drilling equipment to create precise and accurate pathways for underground utilities, such as telecommunication and electrical cables. Utilizing advanced technology and equipment, you navigate the drill head to achieve the desired bore path, considering factors like soil conditions and project specifications. Your expertise is crucial in minimizing surface disruptions and environmental impact, as directional drilling allows for efficient installation without extensive excavation. In addition to operating the equipment, you are responsible for monitoring drilling parameters, troubleshooting technical issues, and ensuring the overall safety and efficiency of the drilling process.

Salary: \$ 70K-80

Training: Industry Credential, Experience

Directional Drill Locator:

As a directional drill locator, your role is essential in the precision and success of underground infrastructure projects. Your primary responsibility involves using specialized equipment to accurately determine the location and depth of existing utilities and obstacles in the drilling path. By conducting thorough surveys and analyzing project plans, you play a crucial role in ensuring that the directional drill operator can navigate the drill head precisely to avoid potential conflicts and disruptions. Your expertise in interpreting utility maps, employing ground-penetrating radar, and utilizing other locating technologies is instrumental in preventing damage to existing infrastructure and optimizing the efficiency of the directional drilling process.

Salary: \$70K-80

Training: Industry Credential, Experience

Crew Lead:

The Crew Lead is a vital supervisory role within our underground construction team, requiring an individual who not only possesses all the knowledge and skills of an Underground Construction Technician IV but also excels in leadership and management. This role involves overseeing one or more crews on projects, ensuring efficient, safe, and compliant operations. The Crew Lead is responsible for project planning, task coordination, resource management, and on-site guidance

Salary: 80K+

Training: Industry Credential, Experience

