



Fiber Optic/Fixed Wireless Outside Plant Crew Leader

Are you a seasoned utility construction leader? Have you mastered your profession and want to make a greater impact? Are you tired of living on the road and want to settle down?

Have you ever dreamed of living where you vacation or work on the road? Do you enjoy: the pleasures of all four seasons, hunting, camping, fishing, snowmobiling, ATV trails, the lake life? Tired of a high cost of living? Do you want a safer and more community-orientated place to live or raise your family? Then you are in luck...because you can be successful, make good money and have all of the above by working for Allband Communications Cooperative in Northern Lower Michigan! Join our team and make a difference in your community!

Allband Communications Cooperative is a fiber to the home and fixed wireless High-speed Internet and telephone provider whose mission is to provide reliable and reasonably priced access to unserved and under-served areas of rural Northern Michigan. We have excelled for over 15 years in bringing advanced communications to the most rural areas and rival the technologies of most urban locations in Michigan. We are actively seeking talented and experienced leaders to help drive Allband farther into the rural communities of Northern Michigan that need our help. Together we CAN bridge the digital divide!

Position Summary:

Your employment with Allband will be critical to the success of the Cooperative both in terms of its operations and growth efforts. Said position will be responsible for overseeing the operational aspects of its outside plant division and all processes related to strategic planning, design, construction, and maintenance. Must have previous experience, be a strong self-starter and driven with an outstanding work ethic with an emphasis on the fulfillment of goals and attention to detail. Work performed must be at a high standard but must be expense-minded and able to make sound, rapid and intelligent decisions in the best interest of the Cooperative. Position will be responsible for training OSP technicians, refining Allband's Construction process/procedures and pushing the OSP crew to achieve a high level of production while also working in the field side by side with the entire crew (you will be a "working manager"). Prior experience with successful fiber optic installation crews with a high-success rate in similar 4-season environments is critical. The person fulfilling the position will be expected to set a new standard with Allband personnel in conjunction with the expectations of management.

Skills Required:

- Main Line Construction (all soil conditions in both rural and town work). Underground construction is required, but aerial experience is preferred, but not required. Position will be responsible for the training of current crew on main line construction, strategies, and process.
- Customer Service Drop Construction
- Plowing (industry standard efficiency, heavy machinery operation and maintenance)

- Trenching (industry standard efficiency, heavy machinery operation and maintenance)
- Directional Drilling (Boring) (industry standard efficiency, heavy machinery operation and maintenance)
- Setting Pedestals
- Locating (Miss Dig)
- Fiber Splicing, enclosure assembly, and testing
- Planning main line and service distribution routes based on demand and customer density
- Designing and reading fiber optic schematics
- Designing and reading construction staking sheets
- Grounding (lightening protection)
- Premise installation, inside wiring and configuration for Fiber to the Home
- Easement and ROW acquisition
- Supervision, training, and leadership of outside plant crews
- Supervision and collaboration with engineers, vendors, and installers
- Experience with the oversight and collaboration with hired contractors and able to hold contractors accountable to Allband standards.
- Collaboration with permitting agencies (Local, State and Federal)
- Scheduling and delegation of crew(s) to meet goals in a timely manner
- Knowledgeable of all safety and loss prevention requirements and standards.
- Able to work staggered/changing hours, weekdays, and weekends.
- Interfacing with inside office to coordinate project development
- Telecommunication-centric wiring skills
- Ability to utilize service and work order ticketing systems
- Basic Mechanic skills, (Vehicles, Diesel, Plows, back-hoes, directional drills, tractors, splicing trailers, generators, building plant, battery plant).
- Comfortable with technology, PC or Mac, customer gateway equipment such as wireless routers, smart TV's, and other Internet-centric devices
- Implement and maintain maintenance procedures for company facilities, vehicles, and equipment.
- Own Vehicle (can make it to and from work)
- Multi-Tasking Ability
- Team Worker
- Good Organizational Skills
- Good Customer Service Skills
- Great communication skills, even Temperament and polite (will be required to interface with office staff daily)
- Comfortable with delegation and taking directions
- Can work with or without supervision
- Experience with training personnel and must maintain a cross-training mentality
- Strong work ethic, must have a driven attitude and assume ownership in duties
- Trust-worthy
- Maintain a professional appearance and courteous attitude
- Must pass a hair or fluid test for illegal substances, or substances that could impair his or her ability to operate vehicles and/or machinery

Skills Preferred:

- Experience with fiber-fed, fixed wireless broadband solutions
 - Examples: Cambium, Mimoso, Airspan, Ubiquiti
- Telecom/Network Certifications
- Sales & Marketing Experience
- Electrical wiring experience

Job Duties will include, but are not limited to:

- FTTH construction and schematic design and oversight
- Fixed Wireless installation and Configuration in conjunction with the vendor and management.
- Oversight of Permitting, ROW and Easement acquisition
- Hauling Equipment – CDL Class A Required
- Training, delegation, and supervision of OSP crew
- Delegation and supervision of contractors
- Collaboration with engineering contractors if applicable
- Collaboration with vendors contacts if applicable
- Adherence to goals set by management and the Board of Directors
- On-call and network operations monitoring and oversight
- Experience with operating direction drill rigs for both main line and drops
- Backhoe operation and oversight
- Fiber reel trailer operation and oversight
- Trench/Drop plow operation and oversight
- Plowing/trenching/operating cable installations (main line and drops)
- Property/ROW restoration
- Fusion Fiber splicing and oversight
- Mounting and installing ONT
- Installing inside wiring in customer's home for service
- Setting up router and wireless network in customer home
- Testing and repair of fiber optic cable
- Testing and repair of ONT
- Testing and repair of inside wiring
- Locate fiber for Miss Dig and call in locates for jobs
- Field sales and marketing
- Provisioning of Calix ONTs (Optical Network Terminal)
- Provisioning of telephone service in switch
- Provisioning of Internet Service in customer management software
- Use of service order ticketing system
- As-built drawing updates
- Maintenance of facilities, vehicles, and equipment per manufacturer requirements.

Education & Experience Requirements

- Minimum of 5 years of experience in the telecom and ISP industry.
- Commercial Driver's License (CDL) - Class A, Good Driving Record

Employment Details

- The position will work with the General Manager from a strategic growth standpoint but will report directly to the Board of Directors.
- Position is full-time and non-exempt, may include overtime for revenue generating work if approved, but is rare unless revenue producing.
- Position is subject to an initial probationary period of 1 to 3 months but is an at-will position.
- Position is subject to background and random drug testing. Both hair and fluid.
- Ability to obtain and maintain a valid driver's license.

Compensation and Benefits:

- Compensation is \$25/HR to start and can increase with subscribership and revenue growth.
- Health/Dental/Vision coverage is available through NTCA.
- Savings Plans available through NTCA.
- Health care and retirement stipends paid monthly (Effective January 1, 2022).
- Access to insurance programs from AFLAC at a reduced rate (paid by employee).
- Allband is an equal-opportunity employer and participates in workman's compensation.