

Position Title: OSP Engineering Manager - MA
Reports To: Vice President of Network Operations

Department: Network Operations
FLSA Status: Exempt

General Summary:

The OSP Engineering Manager - MA is responsible for design, construction, and operation of the Outside Plant Network in Massachusetts which includes leading and supporting a team of skilled Technicians. The Manager is responsible for constructing FTTH networks to achieve company goals for network deployment and the overall build program and subsequent engineering duties related to maintenance and operation of new and existing plant. Various additional duties and assignments may be required as a market leader in the Network Operations team.

Essential Job Functions:

Team management of all functional responsibilities listed below.

- Manages major network deployments consisting of hundreds of miles of fiber plant.
- Performs high-level and low-level fiber engineering using common industry design tools.
- Works with other departments to align licensing, mapping, and design resources to plans.
- Review designs and construction drawings for engineering quality, adherence to design guides, and constructability.
- Manages acquisition, construction, and installation of easements and collocation space for electronic equipment.
- Plans, designs, and coordinates complex network augments and rearrangements to the existing outside plant network.
- Manages and tracks performance of project schedules and overall project cost.
- Responsible for fiber optic network capacity planning.
- Responsible for long and short-term planning, forecasting, and budget preparation.
- Provided technical assistance and support to other teams.
- Responsible for planning and maintaining adequate inventory for construction projects.
- Effectively coaches, supports and leads a team of technicians which includes tracking employee performance throughout the year and perform annual reviews and identifying individual training and development plans for employees that help the company meet its objectives and retain and develop staff.
- Manages outages and recovery process.
- Leads and facilitates outage review for preventative steps.
- Conducts job costing activities and prices out job components.
- Reviews and oversees permitting with State, Local and Federal agencies.
- Maintains all contractor as-built changes and assisting the Mapping department with updates to drawings.
- Willing to travel within and outside OTELCO's current footprint, when called upon.
- Performs all other related duties as assigned by management. *

**These tasks do not meet the Americans with Disabilities Act definition of essential job functions and are usually less than 5% of time spent. However, these tasks still constitute important performance aspects of the job.*

Knowledge, Skills, and Abilities:

- Extensive experience with outside plant engineering and construction
- Working knowledge of FTTH network design, including various PON architectures
- Knowledge of NESC code pertaining to telecommunications infrastructure
- Significant experience with Google Maps/Earth, ESRI, QGIS
- Demonstrated experience leading successful FTTH network projects
- Ability to read and interpret legal land descriptions and easement agreements
- Ability to work independently on multifaceted projects
- Strong verbal and written communication skills to present facts clearly and accurately

- Experience delivering to tight deadlines
- Excellent analytical skills and attention to detail
- Knowledge of industry standards and best common operating and office procedures
- Knowledge of company products and services.
- Ability to communicate with customers, co-workers, and various business contacts in a professional and courteous manner.
- Ability to follow written and oral instructions.
- Ability to work with numbers and calculations and create budgets and forecasts.
- Ability to pay close attention to detail and schedules.
- Ability to effectively function as a team player.
- Travel throughout the northeast frequently required
- Occasional travel beyond the northeast required

Education and Experience:

2 or 4 year degree required. Minimum of ten years of relevant technical experience. Prior management experience required.

Physical Requirements:

PHYSICAL REQUIREMENTS	0-24%	25-49%	50-74%	75-100%
Seeing: Must be able to read computer screen and various reports.				X
Hearing: Must be able to hear well enough to communicate with employees and business contacts.				X
Standing/Walking:		X		
Climbing/Stooping/Kneeling:		X		
Lifting/Pulling/Pushing:		X		
Fingering/Grasping/Feeling: Must be able to write, type, and use phone system.				X

Working Conditions:

This factor measures the surroundings or physical conditions under which a job must be done and the extent to which those conditions make the job disagreeable. Consider the presence and relative amount of exposure to dust, dirt, heat, fumes, contaminants, cold, noise, vibration, wetness, etc.

Typical office environment the majority of time: seldom exposure to outside conditions as necessary to support network recovery efforts.

Note: The statements herein are intended to describe the general nature and level of work being performed by employees and are not to be construed as an exhaustive list of responsibilities, duties and skills required of personnel so classified. Furthermore, they do not establish a contract for employment and are subject to change at the discretion of the employer.

OTELCO is an equal opportunity employer and does not discriminate on the basis of age, sex, gender identity, color, race, creed, national origin, religious persuasion, marital status, political belief, or disability.